



CWT International Limited

Stock Code 股份代號: 521



2022

Environmental, Social and Governance Report

環境、社會及管治報告

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MESSAGE FROM THE CHAIRMAN

主席寄語

In this volatile environment, sustainable growth companies must have the ability to evolve, the courage to invest and the discipline to deliver. At CWT, we continue to invest in our competitive advantage and build strong businesses around our customers. While doing so, we take responsibility for changing the way we operate, to benefit the environment and our stakeholders.

REDUCING ENVIRONMENTAL IMPACT

Guided by our environmental policies, we continue to build on our ongoing efforts to reduce the environmental impact of our operations. Through digitalisation, the use of green features and more energy and fuel-efficient strategy, we are actively managing the way we operate to reduce carbon footprint. We also promote and implement “Reduce, Reuse and Recycle” work practices. By staying ahead of the curve and adopting advanced technologies in our operations, we continue to deliver best practices and higher productivity for our employees, customers and even for shareholders.

WORKING TOWARDS SUSTAINABLE DEVELOPMENT

CWT's value is more than the sum of its parts. We are mindful of what we have achieved and that the way forward is through sustainable development. By helping shape a better industry, growing with our people and making meaningful contributions to the community, CWT's ongoing focus on corporate social responsibility creates values for shareholders, for the company and for society. We remain focused in upholding the highest level of integrity throughout all our operations, maintaining a green environment and supporting the communities in which we operate.

ENSURING GOOD CORPORATE GOVERNANCE

Corporate governance is an enduring CWT value that delivers returns for our company and shareholders. CWT Board of Directors continues to govern with transparency and integrity in the best interests of the company and our shareholders. The board's balance of skills, expertise and attributes, including its diversity of perspective, continues to constructively challenge and support the executive team. We will continue to run CWT in accordance with the principles of good corporate governance, develop a positive corporate culture as well as maintain a balanced risk profile and manage cost prudently so that we lay a financially sound foundation for future growth.

在此動盪環境中，可持續發展的公司必須具備發展能力、投資勇氣及交付紀律。在CWT，我們繼續投資於自身競爭優勢，圍繞客戶建立強大業務。在此過程中，我們有責任改變營運方式，為環境及持份者帶來裨益。

減少環境影響

在環境政策的指引下，我們繼續努力減少營運對環境的影響。透過數字化、使用綠色及更節能省燃料的策略，積極管理營運方式以減少碳足跡。我們亦推廣及實施「減少、重用及回收」的工作常規。我們在業務營運中保持領先地位，並採用先進技術，繼續為僱員、客戶以至股東提供最佳實踐及更高的生產力。

邁向可持續發展

CWT的價值遠高於其組成部分總值。我們銘記所取得的成就，並相信可持續發展是走向未來的道路。通過幫助塑造更好的行業、與員工共同成長並為社區作出有意義的貢獻，CWT持續專注於企業社會責任，為股東、公司及社會創造價值。我們繼續專注於在所有營運過程中秉持最高誠信水平、維持綠色環境並支持我們營運所在的社區。

確保良好企業管治

企業管治是CWT持久的價值，可為本公司及股東帶來回報。CWT董事會繼續以透明及誠信的方式進行管治，維護本公司及股東的最佳利益。董事會在技能、專業知識及特質方面的平衡(包括其多元化觀點)繼續為行政團隊帶來建設性的挑戰及支持。我們將繼續按照良好企業管治原則經營CWT、發展正向企業文化，以及維持平衡的風險狀況並審慎管理成本，從而為未來增長奠定財務穩健基礎。



A WORD OF THANKS

In closing, I would like to thank our global workforce for their dedication and contribution. I am also grateful for the inspiration I draw from my management team and the wisdom of my fellow board members. Last but not least, my heartfelt appreciation goes out to our customers, bankers, investors, shareholders and other stakeholders for their continued support and trust in CWT and our people. Together, I am confident that CWT will emerge a stronger and better company winding through this challenging environment.

Wang Kan
Chairman

感謝

總括而言，本人謹此感謝全球員工的奉獻及貢獻。本人亦感恩得以從管理團隊得到啟發，並匯集董事會成員的智慧。最後，本人衷心感謝客戶、銀行、投資者、股東及其他持份者對CWT及我們員工的一直支持及信任。在此充滿挑戰的環境下，本人有信心CWT將實現更強大且更好的公司。

王侃
董事長



ABOUT THE REPORT

關於本報告

REPORTING PURPOSE

CWT International Limited (“**CWT**” or the “**Company**”), together with its subsidiaries (collectively known as the “**Group**” or “**we**”) are pleased to present our seventh Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”). This Report discloses and highlights our commitments, accomplishments, and progress in implementing our sustainability strategy.

REPORTING PERIOD AND SCOPE

Unless otherwise stated, the Report focuses on our core businesses and operations including i) the head offices in both Hong Kong and Singapore, ii) logistics services and iii) engineering services based in Singapore, and iv) commodity marketing based in Switzerland, which account for the majority of the Group’s total revenue, for the period from 1 January 2022 to 31 December 2022 (the “**Reporting Period**”). Engineering services were newly added to the reporting scope to present our sustainability performance in a more comprehensive manner.

The reporting boundary is determined by the financial significance, the materiality of each Group entity to our business and operations, as well as their impact on sustainability. We will review and update the reporting scope, where appropriate, on a regular basis to enhance sustainability performance disclosure of the Group.

REPORTING STANDARDS

This Report has been prepared under the “comply or explain” provisions of the latest Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities issued by The Stock Exchange of Hong Kong Limited (the “**HKEx**”). Please refer to Appendix III: HKEx ESG Reporting Guide Index for details on corresponding sections of provisions.

報告目的

CWT International Limited(「**CWT**」或「**本公司**」)連同其附屬公司(統稱「**本集團**」、或「**我們**」)欣然呈列第七份環境、社會及管治(「**環境、社會及管治**」)報告(「**本報告**」)。本報告披露及強調我們在實施可持續發展策略領域的承諾、成就及進度。

報告期間及範圍

除另有指明外，本報告涵蓋二零二二年一月一日至二零二二年十二月三十一日期間(「**報告期間**」)我們的核心業務及營運，包括i)香港及新加坡總部；ii)新加坡物流服務及iii)新加坡的工程服務；及iv)瑞士商品貿易業務，佔本集團大部份的總收入。報告範圍新增工程服務，以更全面的方式呈列我們的可持續發展表現。

本報告範圍根據財務重要性、本集團各實體對我們業務和運營的重要性及其對可持續性的影響而釐定。我們將於適當情況下定期檢討及更新報告範圍，以改善本集團的可持續性表現披露。

報告基準

本報告已根據香港聯合交易所有限公司(「**香港聯交所**」)刊發的證券上市規則附錄二十七所載最新環境、社會及管治報告指引(「**環境、社會及管治報告指引**」)的「不遵守就解釋」條文編製。有關條文相應章節詳情，請參閱附錄三：香港聯交所環境、社會及管治報告指引索引。



REPORTING PRINCIPLES

When disclosing our sustainability performance, this Report adheres to the four reporting principles stipulated in the ESG Reporting Guide, including Materiality, Quantitative, Balance, and Consistency.

報告原則

在披露可持續發展表現時，本報告遵守環境、社會及管治報告指引中規定的四項報告原則，包括重要性、量化、平衡及一致性。

Reporting Principle	Description	Our Application
報告原則	描述	我們的應用
Materiality	The ESG issues included in this Report should be sufficiently material to investors and major stakeholders.	We have identified our material sustainability issues by engaging different groups of key stakeholders, conducting materiality assessments, and presenting the findings in a matrix form. All material sustainability issues have been discussed by the ESG Working Group and approved by board of directors of the Group (the "Board" or the "Directors"). We have also collected and disclosed relevant information on these material sustainability issues in a targeted manner. Please refer to the sections titled "Stakeholder Engagement" and "Materiality Assessment" for further details of our materiality assessment processes and analysis results.
重要性	本報告中包含的環境、社會及管治議題對投資者及主要持份者而言乃相當重要。	我們透過與不同組別的主要持份者溝通、進行重要性評估及以矩陣形式呈列結果，識別我們的重大可持續發展議題。所有重大可持續發展事宜已由環境、社會及管治工作小組討論，並獲本集團董事會（「董事會」或「董事」）批准。我們亦有針對性地收集及披露該等重大可持續發展議題的相關資料。有關我們重要性評估過程及分析結果的進一步詳情，請參閱「持份者參與」及「重要性評估」章節。

ABOUT THE REPORT 關於本報告

Reporting Principle 報告原則	Description 描述	Our Application 我們的應用
Quantitative 量化	<p>Key performance indicators (“KPIs”) disclosed in this Report should be measurable. In this way, the effectiveness of ESG policies and management systems can be evaluated and validated.</p> <p>本報告所披露的關鍵績效指標（「關鍵績效指標」）須可予計量。這樣，環境、社會及管治政策及管理系統的效益可被評估及驗證。</p>	<p>We have presented quantitative data with comparative data, where appropriate, throughout this Report. Besides, we have set out and disclosed ESG-related targets to facilitate evaluation of our ESG policies and management system.</p> <p>我們已在本報告中呈列量化數據及比較數據（如適用）。此外，我們已制定及披露環境、社會及管治相關目標，以便評估我們的環境、社會及管治政策及管理體系。</p>
Balance 平衡	<p>This Report should provide an unbiased picture of the Group’s sustainability performances. Selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader should be avoided.</p> <p>本報告應當不偏不倚地呈報本集團的可持續性表現，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。</p>	<p>We have provided impartial and transparent disclosures of our material sustainability performance, addressing both achievements and challenges. This approach allows our key stakeholders to gain a comprehensive understanding of our performance and impacts.</p> <p>我們已就重大可持續發展表現提供公正及透明的披露，以取得成就及應對挑戰。此方針讓我們的主要持份者全面了解我們的表現及影響。</p>
Consistency 一致性	<p>The Group should adopt consistent methodologies that enable meaningful comparisons of ESG data over time. The Group should also disclose in the Report any changes to the methods used or any other relevant factors that might affect a meaningful comparison.</p> <p>本集團應採用一致的方法，令環境、社會及管治數據日後可作有意義的比較。本集團亦應在本報告中披露所採用方法的任何變更或任何其他有可能影響有意義比較的相關因素。</p>	<p>We have employed consistent methodologies in this Report to facilitate meaningful comparisons. Where necessary, explanations regarding any changes to the methodologies used as compared to the previous year are included in this Report.</p> <p>我們在本報告中採用一致方法，以便進行有意義比較。如需要，有關所用方法與上年度比較的任何變動的說明載於本報告。</p>



ACCESS TO THIS REPORT

This Report is available in both Chinese and English. In the event of any discrepancy, the English version shall prevail. This Report has been published on the websites of HKEx and the Company respectively. Electronic copies are available on the following websites:

HKEx news: <http://www.hkexnews.hk/>

The Company: <http://www.cwtinternational.com/>

CONFIRMATION AND APPROVAL

The Board has reviewed and approved this Report. The information disclosed in the Report is mainly cited from the internal documents and public information of the Group. The Board undertakes that there are no false records, misleading statements or material omissions in the content of this Report.

FEEDBACK

We welcome feedback from our stakeholders on our sustainability performance and disclosure. Your opinions and suggestions are important for our continual improvement in managing and achieving sustainable development. Please send us your views and comments through:

Address: Suites 1101-3 & 12, 11th Floor, Tower 2, The Gateway, Harbour City, Kowloon, Hong Kong

Tel: (852) 2558-1580

Email: cosec@cwtinternational.com

獲取本報告

本報告以中、英文編寫。如有任何差異，應以英文版本為準。本報告已分別發佈至香港聯交所及本公司網站。電子版本可在以下網站查閱：

香港聯交所披露易：<http://www.hkexnews.hk/>

本公司：<http://www.cwtinternational.com/>

確認及批准

董事會已審閱及批准本報告。本報告內所披露的資料主要來源於本集團內部文件及公開資料。董事會承諾本報告內容不存在任何虛假記錄、誤導性陳述或重大遺漏。

意見反饋

我們歡迎持份者就我們的可持續發展表現及披露作出反饋。閣下的意見及建議對我們持續改善管理並達致可持續發展至關重要。請透過以下方式向我們發送閣下的意見及建議：

地址：香港九龍尖沙咀海港城港威大廈二座
11樓1101-3&12室

電話：(852)2558-1580

電郵：cosec@cwtinternational.com



ABOUT THE GROUP 關於本集團

CWT is a Hong Kong-based company with a global presence. Our integrated business model centres around logistics, with CWT Pte. Limited (“**CWT SG**”) serving as our primary subsidiary. Our diversified businesses include logistics and engineering services, commodity marketing, and financial services. Dedicated to our vision of “Connecting World Trade”, we strive to create sustainable value by delivering exceptional services to our global customers across multiple industries, exceeding stakeholder expectations and achieving financial success.

CWT為一家總部位於香港的公司，業務遍及全球。我們的綜合業務模式以物流為中心，而CWT Pte. Limited(「**CWT SG**」)為我們的主要附屬公司。我們的多元化業務包括物流及工程服務、商品貿易及金融服務。我們秉承「Connecting World Trade」的願景，致力為多個行業的全球客戶提供卓越服務，創造可持續價值，超越持份者的期望，並取得財務成功。

OUR BUSINESS OVERVIEW

業務概覽

Logistics Services 物流服務 	Commodity Marketing 商品貿易 	Engineering Services 工程服務 
<p>Providing integrated logistics services and supply chain solutions to various industries through CWT group of companies.</p> <p>透過CWT集團公司向多個行業提供綜合物流服務及供應鏈解決方案。</p>	<p>Engaging in physical trading and supply chain management of non-ferrous base metal concentrates through MRI Trading AG and its group of companies.</p> <p>通過MRI Trading AG及其集團公司從事有色金屬精礦的實物買賣及供應鏈管理。</p>	<p>Providing engineering maintenance for facilities, vehicles and equipment fleet, and design-and-build solutions for logistics properties through Indeco Engineers.</p> <p>為設施、車輛及設備車隊提供維護工程，並通過Indeco Engineers為物流物業提供設計與建造解決方案。</p>



OUR MANAGEMENT APPROACH TO SUSTAINABILITY

我們的可持續發展管理方針

Sustainability is embedded in our business strategy and rooted in our corporate culture. It guides us in managing our business operations and environmental and social impacts, creating value for our stakeholders while making a positive impact on our communities.

可持續發展融入我們的業務策略，植根於我們的企業文化。其指導我們管理業務營運以及環境及社會影響，為持份者創造價值，同時為社區帶來正面影響。

SUSTAINABILITY GOVERNANCE AND BOARD'S OVERSIGHT

The Board has the overall responsibility for the Group's ESG strategy and reporting. The Board provides oversight of ESG issues with an emphasis on the Group's long-term development and positioning. Delegated by the Board, our ESG Working Group is composed of representatives from major functional departments including finance, board of directors office, human resources and administration, and drives the planning and implementation of the Group's ESG-related matters. Our ESG Working Group is responsible for overseeing the sustainability management approach, as well as providing advice to the Board on sustainability-related matters including the following on an annual basis:

可持續發展管治及董事會監督

董事會全面負責本集團的環境、社會及管治策略及匯報。董事會監督環境、社會及管治事宜，著重本集團的長期發展及定位。我們的環境、社會及管治工作小組由董事會委派，由財務、董事會辦公室、人力資源及行政等主要職能部門的代表組成，並推動本集團環境、社會及管治相關事宜的規劃及實施。我們的環境、社會及管治工作小組負責監督可持續發展管理方針，並每年就可持續發展相關事宜(包括以下各項)向董事會提供意見：

- Developing and continuously supervising the Group's sustainability strategies, priorities, goals and targets (including but not limited to the green targets);
- Identifying, evaluating, prioritising, monitoring and managing material sustainability risks, such as climate-related risks as well as environmental and social risks along the supply chain, to mitigate related risks;
- Formulating, reviewing, evaluating and providing recommendations on the implementation of sustainability strategy, policies and initiatives for the Board's discussion and oversight;
- Coordinating with the Board and functional departments to ensure effective cooperation on the implementation of sustainability strategies;
- Closely monitoring and assessing the Group's sustainability performance, as well as reviewing progress made against relevant goals and targets;
- 制定及持續監督本集團的可持續發展策略、優先事項、目標及指標(包括但不限於綠色目標)；
- 識別、評估、優先排列、監察及管理重大可持續發展風險，如氣候相關風險以及供應鏈的環境及社會風險，以減輕相關風險；
- 就實施可持續發展策略、政策及措施制定、檢討、評估及提供建議，以供董事會討論及監督；
- 與董事會及職能部門協調，確保可持續發展策略的實施有效合作；
- 密切監察及評估本集團的可持續發展表現以及根據相關目標及指標審查進度；

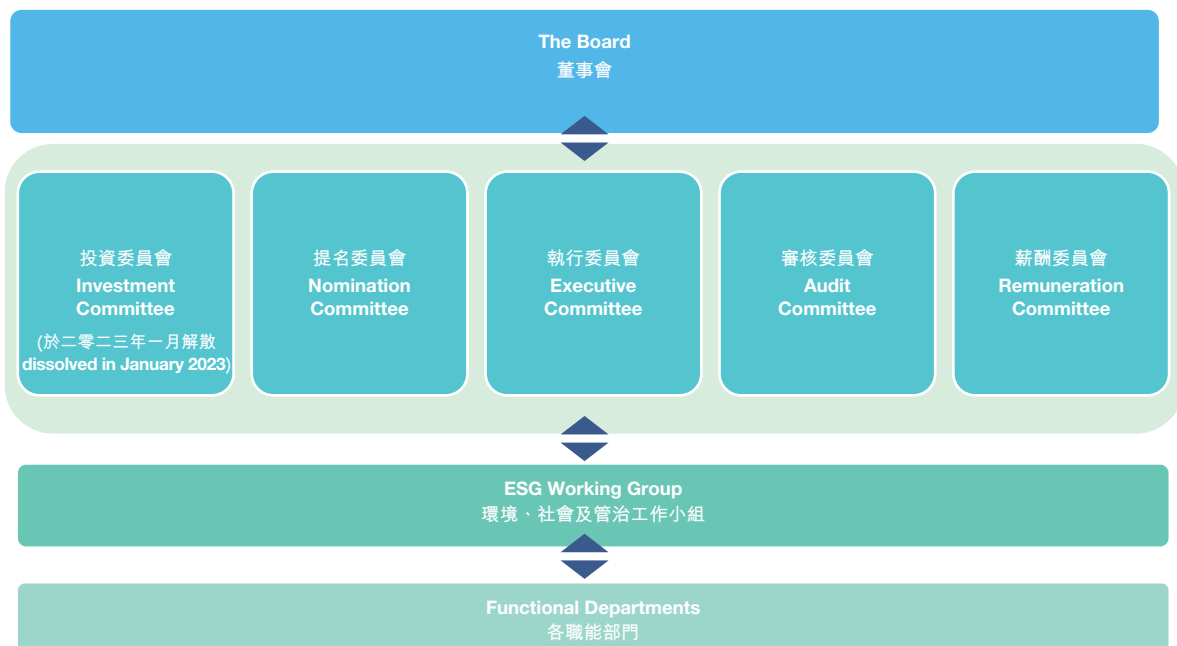


OUR MANAGEMENT APPROACH TO SUSTAINABILITY 我們的可持續發展管理方針

- Reviewing and monitoring the Group's stakeholder engagement channels to ensure ongoing dialogues to understand the expectations of key stakeholders; and
- Preparing an ESG report to reflect the sustainability performance for the Board's approval.
- 檢討及監察本集團的持份者參與渠道，確保持續對話以了解主要持份者的期望；及
- 編製環境、社會及管治報告，以反映可持續發展表現，供董事會批准。

SUSTAINABILITY GOVERNANCE STRUCTURE

可持續發展管治架構



SUSTAINABILITY RISK MANAGEMENT

The Group operates in a dynamic environment and maintains effective sustainability risk management to ensure business resilience. The ESG Working Group is responsible for managing and monitoring the Group's risk management activities, while the Board retains ultimate oversight responsibility. The details of our sustainability-related risk management process are as follows:

可持續發展風險管理

本集團在瞬息萬變的環境中營運，並維持有效的可持續發展風險管理，以確保業務韌性。環境、社會及管治工作小組負責管理及監察本集團的風險管理活動，而董事會則承擔最終監督責任。可持續發展相關風險管理過程詳情如下：



For more details on our corporate governance and risk management approach, please refer to the Corporate Governance Report of the 2022 Annual Report.

有關企業管治及風險管理方法的更多詳情，請參閱二零二二年年報的企業管治報告。



SUSTAINABILITY MANAGEMENT APPROACH AND STRATEGY

可持續發展管理方針及策略

With the support and approval of the Board, we have developed a sustainability framework setting the way forward to embrace sustainability in our business operations through the four sustainability pillars: (1) Cultivating People-Focused Culture, (2) Achieving Operational Sustainability, (3) Driving The Greener Future, and (4) Co-creating Our Better Community, as well as goals and targets* for each of the sustainability pillars, with details illustrated below.

在董事會的支持及批准下，我們已制定可持續發展框架，透過四大可持續發展支柱使可持續發展融入我們的業務營運：(1)培養以人為本的文化，(2)實現營運可持續發展，(3)推動綠色未來，及(4)共創美好社區，以及各可持續發展支柱的目標*，詳情如下。



*Please refer to the **Driving The Greener Future** for more details on our green targets.
*有關我們綠色目標的更多詳情，請參閱**推動綠色未來**。



RECOGNISED WORLDWIDE FOR OUR COMMITMENT TO SUSTAINABILITY

During the Reporting Period, our sustainability performance received global recognition. Our subsidiary, MRI Trading AG, ranked in the top 25% of comparable traders by EcoVadis, an independent rating agency that assesses companies' sustainability performance based on 21 criteria across four themes – Environment, Labour and Human Rights, Ethics, and Sustainable Procurement. With impressive scores across all themes, we remain committed to collaborating with our employees and stakeholders to improve our sustainability performance further.

我們對可持續發展的承諾的全球認可

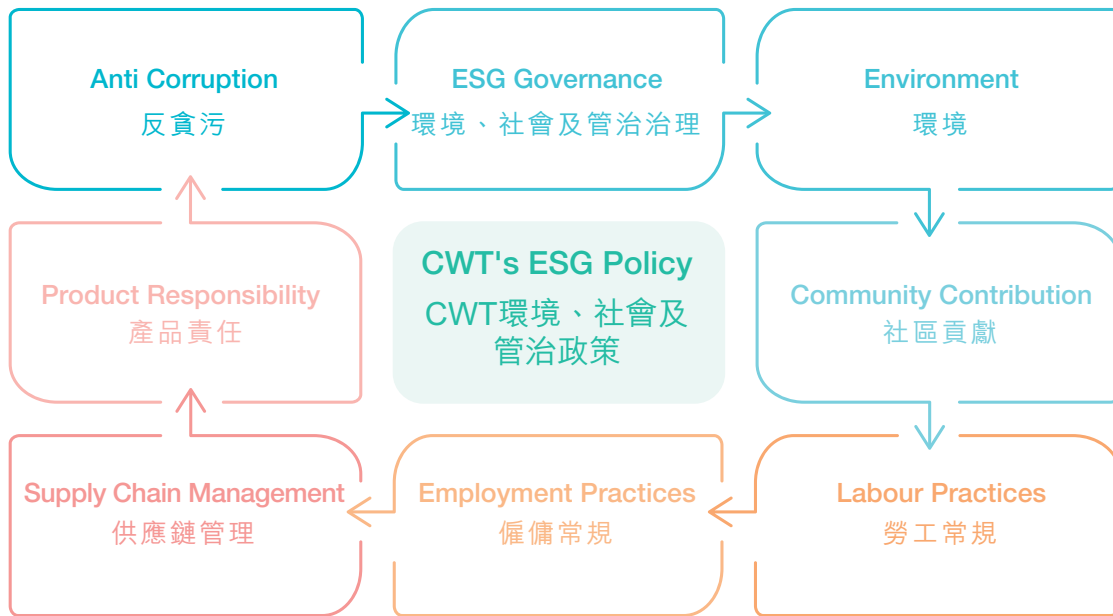
於報告期間，我們的可持續發展表現獲得全球認可。我們的附屬公司MRI Trading AG獲EcoVadis評為可資比較貿易商排名前25%，EcoVadis為一家獨立評級機構，根據21項準則評估公司在環境、勞工及人權、道德及可持續採購四個主題的可持續發展表現。憑藉各項主題的出色成績，我們繼續致力與僱員及持份者合作，進一步提升我們的可持續發展表現。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY 環境、社會及管治政策

Our sustainability framework is supported by a comprehensive Environmental, Social and Governance Policy (the “**ESG Policy**”), which has consistently guided us and our subsidiaries to operate in a responsible manner and to incorporate sustainability considerations into our business. The ESG Policy covers a range of aspects that are crucial for corporate sustainability performance, including sustainability governance, environment, community contributions, labour practices, employment practices, supply chain management, product responsibility and anti-corruption. These aspects are consistently taken into account during the planning and operation of our core businesses, with the goal of benefitting all our stakeholders, our community and our planet.

我們的可持續發展框架得到全面環境、社會及管治政策(「**環境、社會及管治政策**」)的支持，該政策一直指導我們及我們的附屬公司以負責任的方式營運，並將可持續發展考慮因素納入業務當中。環境、社會及管治政策涵蓋一系列對企業可持續發展表現至關重要的範疇，包括可持續發展管治、環境、社區貢獻、勞工常規、僱傭常規、供應鏈管理、產品責任及反貪污。在規劃經營核心業務時，我們始終考慮有關方面，造福所有持份者、社區及地球。



Our ESG policy is supported by a series of policies and systems that address sustainability and comply with relevant laws and regulations¹ in the jurisdictions where we operate.

環境、社會及管治政策得到一系列針對可持續發展及遵守我們營運所在司法權區的相關法律法規¹的政策及系統支持。

¹ Please refer to Appendix I: Significant Laws and Regulations section for the list of relevant laws and regulations significant to the Group's business operations.

¹ 有關對本集團業務營運而言屬重大的相關法律法規清單，請參閱附錄一：重點法律法規一節。



STAKEHOLDER ENGAGEMENT

Ongoing stakeholder communication is crucial in maintaining our understanding of major stakeholders' expectations regarding our sustainability performance, which guides our future refinement of sustainability strategy and management approach. We regularly engage with major stakeholder groups through well-established formal and informal communication channels to ensure effective communication.

持份者參與

與持份者持續溝通對於了解主要持份者對可持續發展表現的期望尤為重要，同時指導我們未來完善可持續發展策略及管理方針。我們透過完善的正式及非正式溝通渠道定期與主要持份者組別溝通，以確保有效溝通。

Stakeholder Groups

持份者組別





Engagement Channels

參與渠道

 <p>Shareholders or Investors 股東或投資者</p>	<ul style="list-style-type: none"> • Shareholders' meetings • Annual reports, financial statements, circulars, and announcements • Our websites • Social media • 股東大會 • 年報、財務報表、通函及公告 • 我們的網站 • 社交媒體
 <p>Employees 僱員</p>	<ul style="list-style-type: none"> • Internal communication system • Meetings • Annual appraisal • Company activities • Social media • 內部通訊系統 • 會議 • 年度評核 • 公司活動 • 社交媒體
 <p>Suppliers or Business Partners 供應商或業務夥伴</p>	<ul style="list-style-type: none"> • Daily communication between business representatives • Meetings • 業務代表之間的日常溝通 • 會議



OUR MANAGEMENT APPROACH TO SUSTAINABILITY 我們的可持續發展管理方針

Stakeholder Groups 持份者組別	Engagement Channels 參與渠道
 <p>Customers 客戶</p>	<ul style="list-style-type: none"> • Business communication • Meetings • Customer service hotline • 商業通訊 • 會議 • 客戶服務熱線
 <p>Government Authorities or Regulators 政府機關或監管機構</p>	<ul style="list-style-type: none"> • Information submission • Social media • Our websites • 資料提交 • 社交媒體 • 我們的網站
 <p>Potential Investors or Financial Institutions 潛在投資者或金融機構</p>	<ul style="list-style-type: none"> • Information disclosures • Briefings for investors • Roadshows • Briefings for analysts • 資訊披露 • 投資者簡報會 • 路演 • 分析員簡報會
 <p>Local Community 當地社區</p>	<ul style="list-style-type: none"> • Charitable activities • Social media • Our websites • 慈善活動 • 社交媒體 • 我們的網站



MATERIALITY ASSESSMENT

We conduct an annual materiality assessment to understand major stakeholder expectations and identify material sustainability issues. This helps us optimize our sustainability strategy and focus areas promptly.

MATERIALITY ASSESSMENT METHODOLOGY

The assessment process involves issue identification, issue prioritization, survey result analysis, and issue validation and is illustrated as follows:

重要性評估

我們進行年度重要性評估，以了解主要持份者的期望及識別重大可持續發展議題。這有助我們及時優化可持續發展策略及重點領域。

重要性評估方法

評估過程涉及議題識別、議題優先順序、調查結果分析及議題驗證，說明如下：

Step 1: Identification

第一步：識別

We identified 27 material sustainability issues relevant to our business, with reference to the HKEx ESG Reporting Guide, market practices and industry trends.

With the support of independent third-party sustainability consultants, we enhanced our materiality assessment during the Reporting Period. We identified five new material issues in addition to re-assessing those from the previous year.

我們參考香港聯交所《環境、社會及管治報告指引》、市場慣例及行業趨勢，識別27項與我們業務相關的重要可持續發展議題。

在獨立第三方可持續發展顧問的協助下，我們於報告期間加強了重要性評估。除重新評估前一年的議題外，我們亦識別了五項新重要議題。

Step 2: Prioritization

第二步：優先順序

We evaluated potential sustainability issues for materiality, ranking them based on feedback from the management and major stakeholders. The results were consolidated into a matrix format, which included a list of material issues and their overall level of materiality.

我們評估潛在可持續發展議題的重要性，並根據管理層及主要持份者的反饋對其進行排序。有關結果合併為矩陣格式，其中包括一份重大議題清單及其總體重要性水平。

Step 3: Analysis and Validation

第三步：分析及驗證

The materiality matrix was reviewed and discussed with the ESG Working Group to confirm and finalize the material sustainability issues identified.

10 issues were validated as our most material sustainability issues for 2022.

我們已審閱重要性矩陣並與環境、社會及管治工作小組進行討論，以識別及落實已識別的重大可持續發展事宜。

於二零二二年，我們驗證了10項最重要可持續發展議題。

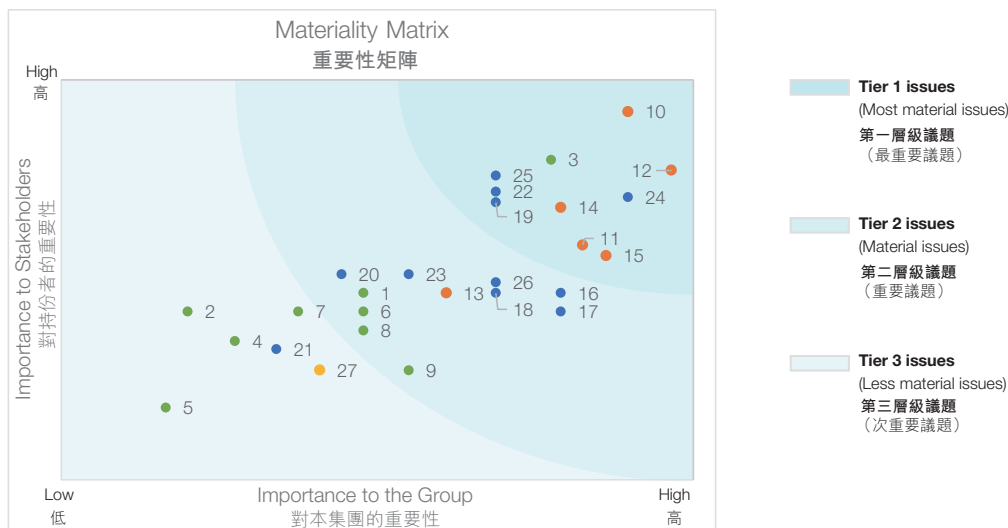


MATERIALITY MATRIX

We have derived the material sustainability issues based on their importance to the Group (X-axis) and stakeholders (Y-axis). To ensure a balanced perspective between internal and external stakeholders, we have assigned equal importance to the opinions of the management and different key stakeholder groups.

重要性矩陣

我們根據對本集團(X軸)及持份者(Y軸)的重要性得出重要可持續發展議題。為確保內部及外部持份者之間的觀點平衡，我們對管理層及不同主要持份者組別的意見給予同等重要性。



List of material sustainability issues considered:

所考慮的重要可持續發展議題清單：

Environment 環境	Workforce 勞工	Operation 營運	Community 社區
1 Air emissions 廢氣排放	10 Staff welfare 員工福利	16 Ethically responsible sourcing 道德與責任採購	22 Data protection and cybersecurity 數據保護及網絡安全
2 Waste and recycling 廢棄物及回收	11 Equal opportunity, diversity and anti-discrimination 平等機會、多元化及反歧視	17 Transparency and traceability of raw materials 原材料透明度及可追溯性	23 Innovation and technology 創新與技術
3 Energy efficiency and carbon emissions 能源效益及碳排放	12 Occupational health and safety 職業健康與安全	18 Product assurance and quality 產品保證及質量	24 Anti-corruption and bribery 反貪污及賄賂
4 Water efficiency 用水效益	13 Employee development and training 員工發展與培訓	19 Customer services 客戶服務	25 Prevention of anti-competitive practices 防止反競爭行為
5 Packaging and material usage 包裝及材料使用	14 Employment compliance 僱傭合規	20 Intellectual property rights 知識產權	26 Emergency response and business continuity management 應急措施與業務連續性管理
6 Climate change risk 氣候變化風險	15 Human rights 人權	21 Responsible marketing and advertising 負責任的營銷及廣告	27 Community investment 社區投資
7 Ecological impacts 生態影響			
8 Green procurement 綠色採購			
9 Environmental risk in the supply chain 供應鏈的環境風險			



LIST OF MOST MATERIAL ISSUES

Our materiality assessment results guide us in identifying opportunities, mitigating risks, and integrating ESG considerations into our business operations. We have identified a total of 10 most material issues, and their corresponding sections in this Report are summarised in the following table:

最重要議題清單

我們的重要性評估結果指導我們識別機遇、降低風險，並將環境、社會及管治考慮因素納入業務營運中。我們已識別10項最重要議題，本報告的相應章節概述於下表：

Most Material Issues 最重要議題	Report Sections 報告章節
 3. Energy efficiency and carbon emissions 能源效益及碳排放	Energy Conservation and Air Emissions 節能及廢氣排放
 10. Staff welfare 員工福利	Empowering Our Employees 賦能僱員
 11. Equal opportunity, diversity and anti-discrimination 平等機會、多元化及反歧視	Cultivating People-Focused Culture 培養以人為本的文化
 12. Occupational health and safety 職業健康與安全	Occupational Health and Safety 職業健康與安全
 14. Employment compliance 僱傭合規	Cultivating People-Focused Culture 培養以人為本的文化
 15. Human rights 人權	Ethical Employment Practices 道德僱傭常規
 19. Customer services 客戶服務	Achieving Operational Sustainability 實現營運可持續發展
 22. Data protection and cybersecurity 數據保護及網絡安全	Safeguarding Customer Privacy 保護客戶私隱
 24. Anti-corruption and bribery 反貪污及賄賂	Upholding Business Ethics and Integrity 恪守商業道德及誠信
 25. Prevention of anti-competitive practices 防止反競爭行為	Upholding Business Ethics and Integrity 恪守商業道德及誠信



CULTIVATING PEOPLE-FOCUSED CULTURE

培養以人為本的文化



Goal
目標

To provide a diverse, supportive, safe and harmonious workplace that empowers our employees
以多元化、互助、安全及和諧的工作環境賦能僱員

Our employees' support is critical to the successful implementation of our sustainability strategy. We recognise that a people-focused culture is essential for creating long-lasting positive impacts on business operations and achieving long-term success.

僱員的支持對可持續發展策略的成功實施而言屬重要。我們深明以人為本的文化對業務營運創造長遠正面影響及達成長遠成功至關重要。

To ensure that our employees understand their rights, responsibilities, and obligations in statutory compliance, we have established a comprehensive range of employment practices, which are outlined in our Employee Handbook and human resources-related policies. We also strictly adhere to all applicable laws and regulations² and have established policies to ensure compliance. During the Reporting Period, we were not aware of any material non-compliance with applicable laws and regulations in relation to compensation and dismissal, recruitment, promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, other benefits and welfare, health and safety, and labour standards.

為確保僱員了解其在遵守法規方面的權利、責任及義務，我們已制定全面的僱傭常規，其概述於我們的僱員手冊及人力資源相關政策。我們亦嚴格遵守所有適用法律法規²，並已制定政策確保合規。於報告期間，我們並不知悉任何嚴重違反有關薪酬及解僱、招聘、晉升、工作時數、假期、平等機會、多元化、反歧視、其他待遇及福利、健康與安全以及勞工準則的適用法律法規的情況。

EMPOWERING OUR EMPLOYEES

賦能僱員

Guided by our sustainability goal, we recognise that a diverse workforce is key to our competitive advantage and fosters innovation. We promote equal opportunities and do not tolerate any form of discrimination, including but not limited to gender, age, nationality, ethnicity, colour, religion, mental or physical disability, family status, family composition, sexual orientation, political beliefs, or social status. Our recruitment and human resources processes prioritize candidates' qualifications, experience, development potential, and performance, without bias. We seek talents through various channels, including internal recruitment, job agencies, campus recruitment, local newspapers, and referrals.

在可持續發展目標的指引下，我們明白多元化員工團隊是我們競爭優勢及促進創新的關鍵。我們提倡平等機會，絕不容忍任何形式的歧視，包括但不限於性別、年齡、國籍、種族、膚色、宗教、精神或身體殘疾、家庭狀況、家庭組成、性取向、政治信仰或社會地位。我們的招聘及人力資源流程優先考慮候選人的資格、經驗、發展潛力及表現，並無偏見。我們透過內部招聘、職業中介、校園招聘、本地報章、轉介聘等各種渠道尋找人才。



Total Number of Employees

僱員總人數

1,368

2022

二零二二年

589

2021

二零二一年

Note: Due to adjustments in the reporting scope during the Reporting Period, the disclosed data cannot be directly compared.

附註：由於報告期間報告範圍的調整，披露的數據無法直接比較。

² Please refer to Appendix I: Significant Laws and Regulations section for the list of employment, labour standards, and health and safety laws and regulations significant to the Group's business operations.

² 有關對本集團業務營運而言屬重大的僱傭、勞工準則以及健康與安全法律法規清單，請參閱附錄一：重點法律法規一節。



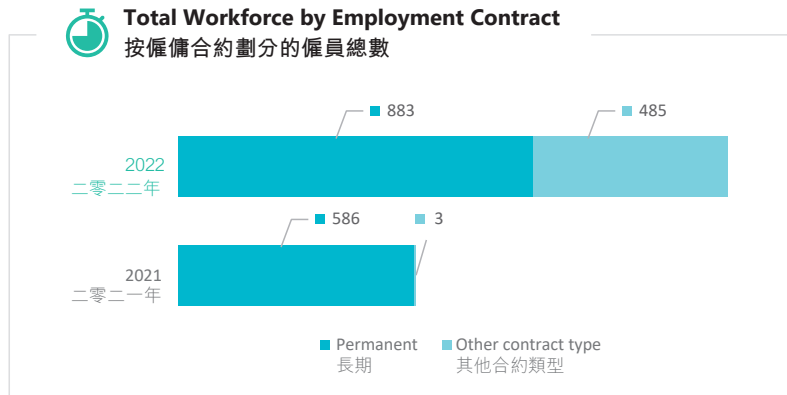
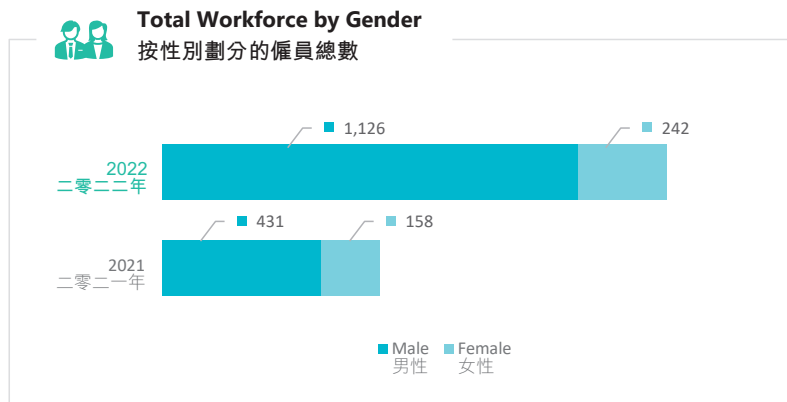
培養以人為本的文化 CULTIVATING PEOPLE-FOCUSED CULTURE

We make every effort in eliminating discrimination, harassment, or assault in our workplace. Our Whistleblowing Policy provides a confidential channel for employees to report workplace harassment or unfair treatment, including unethical acts, misconduct, and non-compliance with laws and policies. We investigate complaints seriously and take appropriate follow-up actions to safeguard employees' rights and wellbeing.

我們盡一切努力消除工作場所的歧視、騷擾或攻擊。我們的舉報政策為僱員提供保密渠道，舉報工作場所騷擾或不公平待遇，包括不道德行為、不當行為及違反法律及政策。我們認真調查投訴並採取適當的跟進行動，保障員工的權利及福祉。

Our Employee Distribution³

我們僱員分佈³



³ Due to adjustments in the reporting scope during the Reporting Period, the disclosed data cannot be directly compared.

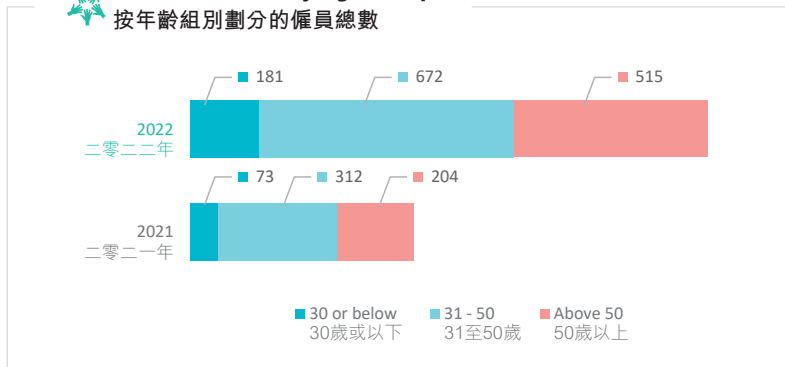
³ 由於報告期間報告範圍的調整，披露的數據無法直接比較。



CULTIVATING PEOPLE-FOCUSED CULTURE 培養以人為本的文化

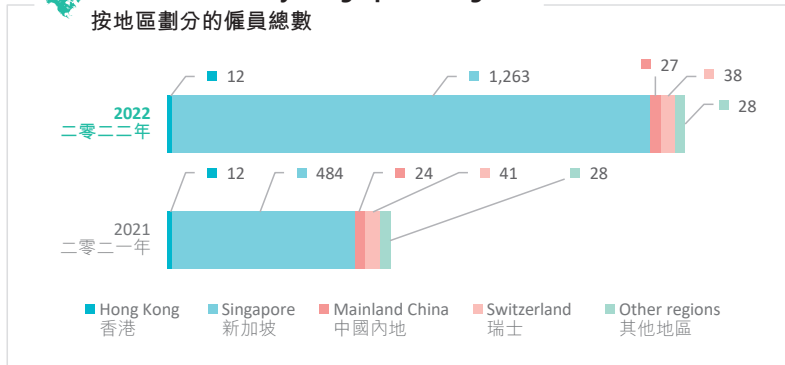
Total Workforce by Age Group

按年齡組別劃分的僱員總數



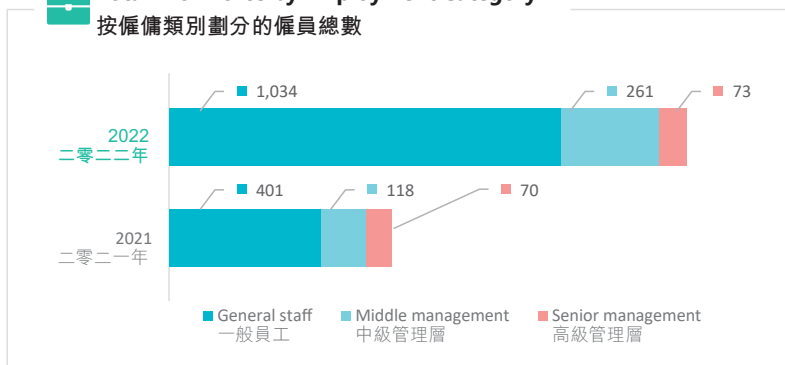
Total Workforce by Geographical Region

按地區劃分的僱員總數



Total Workforce by Employment Category

按僱傭類別劃分的僱員總數



培養以人為本的文化 CULTIVATING PEOPLE-FOCUSED CULTURE

To attract and retain talent, we provide competitive remuneration packages with various welfare and benefits in appreciation of their contribution and efforts. Our employees are entitled to remuneration, including basic salaries, discretionary bonuses, and incentives. We offer various welfare and benefits to motivate employees, protect their rights, ensure compliance with regulatory requirements, and adhere to legal practices applicable to each operating jurisdictions.

為吸引及挽留人才，我們提供具競爭力的薪酬待遇及各種福利，以表彰彼等的貢獻及努力。僱員有權收取薪酬，包括基本薪金、酌情花紅及獎勵。我們提供各種福利及待遇，激勵僱員、保障彼等權利、確保遵守監管規定及遵守適用於各營運司法權區的法律慣例。

Empowering Our Team: Employee Benefit Overview

賦能團隊：僱員福利概覽

Leaves and Rest Programmes 假期及休假計劃	Statutory Social Benefits 法定社會福利	Subsidies and Allowances 補助及津貼	Celebrating Employee Excellence 獎勵卓越僱員
<ul style="list-style-type: none"> Annual leave Sick leave Marriage leave Maternity leave and paternity leave Shared parental leave Childcare leave and infant leave Adoption leave Compassionate leave National service leave Union leave Education leave Graduation ceremony leave Tea breaks 年假 病假 婚假 產假及侍產假 共享育嬰假 育兒假及育嬰假 收養假 恩恤假 國家服務假期 工會假期 教育假期 畢業典禮假期 茶歇 	<ul style="list-style-type: none"> Mandatory Provident Fund Social security contributions 強制性公積金 社會保障供款 	<ul style="list-style-type: none"> Rental tax efficiency Transport allowance Meal and transport allowance for overtime work Mileage claim Maternity subsidies Parking allowances Child allowances 租賃稅務效益 交通津貼 超時工作膳食及交通津貼 行車申索 生育補助 泊車津貼 兒童津貼 	<ul style="list-style-type: none"> Service award 服務獎

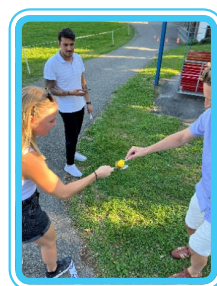


CULTIVATING PEOPLE-FOCUSED CULTURE 培養以人為本的文化

We place a high value on the wellbeing of our employees and strive to cultivate a strong sense of community. To achieve this, we offer a wide range of employee activities throughout the year. During the Reporting Period, we organized summer events, birthday parties and department gatherings during festive seasons to promote bonding and a sense of belonging. We also provided weekly fitness classes at our CWT SG head office to encourage healthy lifestyles and ease workplace stress.



我們高度重視僱員的福祉，並努力培養強烈社區意識。為此，我們於年內提供廣泛僱員活動。於報告期間，我們於節日期間組織夏季活動、生日派對及部門聚會，促進聯繫及歸屬感。我們亦於CWT SG總部提供每週健身課程，鼓勵健康生活方式及緩解工作壓力。



OCCUPATIONAL HEALTH AND SAFETY

The health and safety of our employees is a top priority. To ensure compliance with relevant laws and regulations⁴, we have our stringent occupational health and safety system and relevant measures in place. We have obtained safety-related certificates to systematically identify and assess safety risks in the workplace and establish appropriate control measures.

職業健康與安全

僱員健康與安全是重中之重。為確保遵守相關法律法規⁴，我們已制定嚴格的職業健康與安全系統以及相關措施。我們已取得安全相關證書，以有系統地識別及評估工作場所的安全風險，並制定適當控制措施。

bizSAFE Star certificate (Indeco Engineers) **bizSAFE星級證書(Indeco Engineers)**

(issued by the Workplace Safety and Health Council of Singapore)
(由新加坡工作場所安全與健康理事會頒佈)

bizSAFE Partner and bizSAFE Level 3 certificate (CWT SG) **bizSAFE夥伴及bizSAFE三級證書(CWT SG)**

(issued by the Workplace Safety and Health Council of Singapore)
(由新加坡工作場所安全與健康理事會頒佈)

⁴ Please refer to Appendix I: Significant Laws and Regulations section for the list of occupational health and safety laws and regulations significant to the Group's business operations.

⁴ 有關對本集團業務營運而言屬重大的職業健康與安全法律法規清單，請參閱附錄一：重點法律法規一節。



培養以人為本的文化 CULTIVATING PEOPLE-FOCUSED CULTURE

We prioritize a safe and healthy work environment by minimizing safety risks and eliminating occupational hazards. Our commitment to safety is reflected in our operations, where we have established a series of safety measures.

我們優先考慮提供安全與健康工作環境，將安全風險降至最低，消除職業危害。我們對安全的承諾體現在營運中，我們已制定一系列安全措施。

- Establishing Occupational Safety And Health And Security Policy to demonstrate our commitment in achieving the highest safety and security standard in every aspect of its business
- Providing adequate training, resources and instructions to our employees to raise employee awareness and preparedness
- Promptly investigating safety incidents and comprehensively identifying causes and prevention measures
- Conducting regular inspections by responsible personnel in logistics hubs, workshops, warehouses, and open storage areas
- Establishing planned emergency response and providing training for emergency preparedness
- Using adequate personal protective equipment during operations to eliminate safety risks
- Substituting hazardous materials, processes, operations or equipment with less hazardous alternatives
- Providing a wide range of health benefits, including medical check-ups, medical insurance, outpatient medical benefits, dental and healthcare benefits and executive health screening
- 制定職業安全與健康及保安政策，展示在業務各方面達致最高安全及保安標準的承諾
- 向僱員提供充足培訓、資源及指示，以提高僱員意識及準備能力
- 及時排查安全事故，全面識別原因及防範措施
- 由物流樞紐、車間、倉庫及露天儲存區域的負責人員進行定期檢查
- 制定有計劃的應急措施並提供應急準備培訓
- 在營運中使用足夠的個人防護裝備，以消除安全風險
- 以危害較小的替代品取代有害物料、工序、操作或設備
- 提供各種健康福利，包括體檢、醫療保險、門診醫療福利、牙科保健福利及行政人員健康檢查

We have also established dedicated teams to support the implementation of our occupational health and safety system, ensuring the safety of our workplace.

我們亦已成立專責團隊，支持職業健康與安全系統的實施，確保工作場所的安全。



CULTIVATING PEOPLE-FOCUSED CULTURE 培養以人為本的文化

The Emergency Response Preparedness and Response Team

- Identifying and managing safety-related risks including workplace accidents and chemical spillage from stored chemical drums
- Providing risk mitigation measures or alternatives to minimize health and safety hazards in identified high-risk areas

應急準備及響應小組

- 識別及管理安全相關風險，包括工作場所事故及儲存化學品桶的化學品洩漏
- 提供風險緩解措施或替代方案，以盡量減少已識別高風險地區的健康與安全危害

The Quality, Health, Safety and Environmental Committee

- Overseeing the safety management of our logistics services to ensure environmental safety

質量、健康、安全及環境委員會

- 監督物流服務的安全管理，確保環境安全



Lost days due to work injury

因工傷損失工作日數

575

2022

二零二二年

155

2021

二零二一年



Number and rate of work-related fatalities⁵

因工亡故人數及比率⁵

0

2022

二零二二年

0

2021

二零二一年

Note: Due to adjustments in the reporting scope during the Reporting Period, the disclosed data cannot be directly compared.

附註：由於報告期間報告範圍的調整，披露的數據無法直接比較。

INVESTING IN EMPLOYEE GROWTH

To support our employees in achieving their career goals, we are committed to fostering a corporate culture of continuous improvement and driving employee growth. We offer various development opportunities and comprehensive career development to help build a skilled workforce that is equipped with industry knowledge and skills to excel in multiple dimensions.

投資於僱員成長

為支持僱員實現其職業目標，我們致力於培養持續改善及推動僱員成長的企業文化。我們提供各種發展機會及全面的職業發展，以幫助建立一支具備行業知識及技能的熟練僱員隊伍，從而在多方面脫穎而出。



Our Training Programmes

我們的培訓計劃



We sponsor external training programmes arranged by authorized organizations to provide the latest industry knowledge and skills to employees. We also constantly review training needs and deliver a wide range of training programmes to deepen employees' understanding of industry trends and best practices.

我們贊助由認可機構安排的外部培訓計劃，向僱員提供最新的行業知識及技能。我們亦不斷檢討培訓需求並提供廣泛培訓計劃，加深僱員對行業趨勢及最佳實踐的了解。



Note: Due to adjustments in the reporting scope during the Reporting Period, the disclosed data cannot be directly compared.

附註：由於報告期間報告範圍的調整，披露的數據無法直接比較。

⁶ Average training hours per employee = Total training hours / Total workforce in our core businesses and operations as of 31 December of the respective year.

⁶ 每名僱員的平均培訓時數=總培訓時數/截至十二月三十一日止各年度我們核心業務及營運的員工總數。



CULTIVATING PEOPLE-FOCUSED CULTURE 培養以人為本的文化

Strengthening ESG Awareness Through Director Training

During the Reporting Period, we arranged several professional training programmes for our directors to ensure they stay up-to-date with updates on listing rules and regulatory requirements. These trainings help to build the board's ESG awareness, skills and knowledge, which are critical for their decision-making on material ESG issues. The topics covered in the trainings included but were not limited to:

- Anti-corruption
- Company registry guide on directors' duties
- Corporate governance
- Directors' duties in the context of valuations in corporate transactions
- Disclosure of inside information
- Updates on listing rules

通過董事培訓加強環境、社會及管治意識

於報告期間，我們為董事安排若干專業培訓計劃，以確保彼等掌握有關上市規則及監管規定的最新資料。該等培訓有助建立董事會的環境、社會及管治意識、技能及知識，對彼等就重大環境、社會及管治事宜作出決策極其重要。培訓涵蓋的主題包括但不限於：

- 反貪污
- 公司註冊處對董事責任的指引
- 企業管治
- 董事於企業交易估值方面的責任
- 內幕消息披露
- 上市規則的更新

We identify high-potential employees for promotion through bi-annual performance appraisals, and the appraisal results are taken into consideration for remuneration increments and discretionary bonuses. Internal job vacancies, including overseas positions, are also available to provide employees with career advancement opportunities, as well as to enhance employee engagement and retention.

我們通過每半年一次的績效考核，識別高潛力的僱員進行晉升，並將考核結果納入薪酬增長及酌情花紅的考慮。本集團亦提供內部職位空缺(包括海外職位)為僱員提供職業晉升機會，以及提高僱員參與度及留任度。



ETHICAL EMPLOYMENT PRACTICES

As part of our commitment to responsible business practices, we have established explicit policies and operating procedures to prevent child and forced labour in all our operations. We understand that the elimination of these practices is critical to protecting the rights and well-being of all workers.

Our recruitment processes are designed to ensure that we do not hire children and forced labour for work. We conduct thorough verification of each candidate's identity and eligibility for employment, and we provide employees with adequate overtime compensation. If any forced and child labour was found within our operations, we would conduct a thorough investigation, follow up on the matter, and take remedial action in accordance with the severity of the situation. We will also report such incidents to the relevant local authorities to ensure that appropriate action is taken.

Our commitment to preventing child and forced labour extends to our compliance with all applicable labour-related laws and regulations⁷ in the operating jurisdictions of our businesses. We believe that this is essential to upholding the rights of all workers and to creating a sustainable and responsible business that benefits all our stakeholders. During the Reporting Period, the Group was not aware of any child or forced labour within the Group.

道德僱傭常規

作為我們對負責任商業行為承諾的一部分，我們已制定明確的政策及操作程序，以防止所有業務中出現童工及強制勞工情況。我們明白消除有關情況對保護所有工人的權利及福祉相當重要。

我們的招聘流程旨在確保我們不會僱用童工及強制勞工進行工作。我們對每位求職者的身份及就業資格進行徹底驗證，並為僱員提供足夠的加班補償。倘於我們的營運中發現任何強制勞工及童工，我們將進行徹底調查，跟進事件，並根據情況的嚴重程度採取補救措施。我們亦將向相關地方機關報告有關事件，以確保採取適當行動。

我們對防止童工及強制勞工的承諾延伸至我們遵守業務營運所在司法權區的所有適用勞工相關法律法規⁷。我們相信，此舉對維護所有工人的權利及創造所有持份者均受益的可持續發展及負責任的業務至關重要。於報告期間，本集團並不知悉本集團內有任何童工或強制勞工情況。

⁷ Please refer to Appendix I: Significant Laws and Regulations section for the list of labour standards laws and regulations significant to the Group's business operations.

⁷ 有關對本集團業務營運屬重大的勞工準則法律法規清單，請參閱附錄一：重點法律法規一節。



ACHIEVING OPERATIONAL SUSTAINABILITY

實現營運可持續發展



Goal
目標

To create long-term values for our customers through the highest standards of services and ethical practices
以最高標準的服務及道德實踐為客戶創造長期價值

We believe that delivering high-quality services is essential for sustainable business growth. To support our goals of achieving sustainable operations, we have explored various opportunities for sustainability integration and improving our business practices while maintaining our commitment to providing exceptional service.

We take our compliance obligations seriously and remain committed to conducting our operations in accordance with all applicable laws and regulations⁸. During the Reporting Period, we were not aware of any material breach of applicable laws and regulations in relation to health and safety, advertising, labelling and privacy matters relating to products and services, and anti-corruption.

SUPPLY CHAIN MANAGEMENT

As a responsible and ethical corporate, we are keenly aware of our responsibility in sustainability integration and risk management in the supply chain. To promote responsible procurement, we have adopted a rigorous supplier selection and management process.

Our procurement-related policy and other applicable documents standardize the procurement process, covering the following procedures:

我們相信，提供優質服務對可持續業務增長尤為重要。為支持實現可持續營運的目標，我們已探索各種可持續發展整合的機會，並改善業務常規，同時維持提供卓越服務的承諾。

我們認真對待合規責任，並繼續致力於根據所有適用法律法規開展業務⁸。於報告期間，我們並不知悉任何嚴重違反有關產品及服務的健康與安全、廣告、標籤及私隱事宜以及反貪污的適用法律法規的情況。

供應鏈管理

作為負責任及有道德的企業，我們深明在供應鏈中可持續發展整合及風險管理的責任。為促進負責任的採購，我們採用嚴格的供應商甄選及管理程序。

我們的採購相關政策及其他適用文件規範了採購過程，包括以下程序：

⁸ Please refer to Appendix I: Significant Laws and Regulations section for the list of product responsibility and anti-corruption laws and regulations significant to the Group's business operations.

⁸ 有關對本集團業務營運而言屬重要的產品責任及反貪污法律法規清單，請參閱附錄一：重要法律法規一節。



1. SUPPLIER SELECTION

Our vendors and suppliers are evaluated based on a range of criteria, including their performance on quality, reliability, competence, stability, synergy, competitiveness, and ESG performance. This includes their performance in areas such as environmental protection, ethical practices, and labour rights. By taking a holistic approach to supplier evaluation, we can minimize environmental and social impacts and promote sustainable business practices.

1. 供應商甄選

我們根據質量、可靠性、能力、穩定性、協同效應、競爭力及環境、社會及管治表現方面表現等一系列標準評估賣方及供應商，而環境、社會及管治表現亦包括彼等在環保、道德實踐及勞工權利等領域的表現。通過採取全面的供應商評估方法，我們可以最大程度地減少對環境及社會的影響，並促進可持續的業務實踐。

2. ENSURING SUPPLIER SUSTAINABILITY

We prioritize responsible and sustainable supplier management. We encourage ongoing dialogue with our suppliers and expect them to practice sustainability in their daily operations, covering the areas of business ethics and integrity, health and safety, employment practices, human rights, environmental sustainability, and compliance with laws and regulations.

2. 確保供應商可持續發展

我們優先考慮負責任及可持續的供應商管理。我們鼓勵與供應商持續對話，並期望彼等在日常營運中實踐可持續發展，涵蓋商業道德及誠信、健康與安全、僱傭常規、人權、環境可持續發展以及遵守法律法規等領域。

3. ANNUAL EVALUATION AND CONTROL

We conduct regular monitoring of supplier performance to ensure compliance with our internal standards and applicable laws and regulations. Suppliers who fail to meet our expectations or breach relevant laws and regulations may be downgraded or removed from our approved supplier list.

3. 年度評估及控制

我們定期監察供應商表現，以確保符合我們的內部標準及適用法律法規。未能符合我們預期或違反相關法律法規的供應商可能會被降級或從我們的認可供應商名單中除名。

We take a proactive approach to supplier management and closely monitor environmental and social risks along the supply chain for our major suppliers through an annual sustainability risk assessment. To mitigate environmental and social risks throughout our supply chain, we implement control measures such as regular performance evaluations, active communication, and monitoring supplier compliance. Our Board and ESG Working Group regularly review the effectiveness of control measures and seek areas for improvement to further strengthen our approach.

我們積極管理供應商，並透過年度可持續發展風險評估，密切監察主要供應商於供應鏈的環境及社會風險。為減輕整個供應鏈的環境及社會風險，我們實施定期績效評估、積極溝通及監察供應商合規等控制措施。董事會及環境、社會及管治工作小組定期檢討監控措施的成效，並尋求改善空間，以進一步加強我們的方針。



ACHIEVING OPERATIONAL SUSTAINABILITY 實現營運可持續發展

GREEN PROCUREMENT

We are dedicated to promoting environmentally preferable products and services when selecting suppliers, such as:

- Maintaining long-term partnerships with local suppliers and prioritize local sourcing to minimize carbon footprint from transportation
- Encouraging suppliers to offer environmentally friendly alternatives during the procurement process, such as reducing packaging materials to minimize natural resource use and waste generation
- Prioritizing suppliers who have obtained the ISO 14001 certification
- Actively exploring opportunities to switch to purchasing green energy from electricity suppliers

綠色採購

我們致力於揀選供應商時促使多用環保產品及服務，例如：

- 與本地供應商維持長期合作關係，優先考慮本地採購，以盡量減少運輸產生的碳足跡
- 鼓勵供應商在採購過程中提供環保替代品，例如減少包裝材料以最大限度地減少使用自然資源及產生廢物
- 優先選用獲得ISO 14001認證的供應商
- 積極探索向電力供應商採購綠色能源的機會

RESPONSIBLE SOURCING

To promote responsible mineral sourcing, we updated our supply chain policy of MRI Trading AG to incorporate management approaches, mitigation measures, and expectations for suppliers with regard to responsible sourcing of minerals from conflict-affected and high-risk areas (“CAHRA”) and prevention of child labour along our supply chain.

Our Conflict Minerals Policy stipulates that we only engage with suppliers approved by the Industrial Technology Research Institute Tin Supply Chain Initiative, ensuring that the materials are traceable by the mine tag or equivalent. We also conduct due diligence assessments on our high-risk suppliers, including the origination of minerals, to ensure compliance with laws and regulations that regulate metals and minerals products. Additionally, we use the Compliance Catalyst tool provided by Bureau van Dijk to screen our suppliers for environmental and social issues and breaches. By implementing these measures, we strive to promote responsible and sustainable mineral sourcing practices while minimizing the environmental and social impacts of our business operations.

As of 31 December 2022, the Group worked with a total of 295⁹ major suppliers (2021: 192). During the Reporting Period, we implemented related management practices when engaging with all major suppliers.

負責任採購

為促進負責任的礦物採購，我們就從受衝突影響及高風險地區(「CAHRA」)負責任採購礦物以及在供應鏈中防止童工更新了MRI Trading AG的供應鏈政策，將管理方法、緩解措施及對供應商的期望納入其中。

我們的衝突礦產政策規定，我們僅委聘獲工業技術研究院錫供應鏈倡議批准的供應商，以確保透過礦場標籤或同等方式追溯礦產。我們亦對高風險供應商進行盡職審查評估(包括礦物來源)以確保遵守規管金屬及礦物產品的法律法規。此外，我們就識別環境及社會議題及違規行為使用Bureau van Dijk提供的合規催化劑工具篩選供應商。透過實施該等措施，我們致力推廣負責任及可持續的礦物採購常規，同時盡量減低業務營運對環境及社會的影響。

截至二零二二年十二月三十一日，本集團與合共295⁹家主要供應商合作(二零二一年：192家)。於報告期間，我們向所有主要供應商執行有關聘用供應商的慣例。

⁹ Due to adjustments in the reporting scope during the Reporting Period, the disclosed data cannot be directly compared. 2021 figures have been adjusted to reflect actual situations.

⁹ 由於報告期間報告範圍的調整，披露的數據無法直接比較。二零二一年數據經過調整，以反映實際情況。



SERVICE QUALITY AND SAFETY

Our commitment to sustainability extends to our products and services. We maintain high standards through robust policies, ensuring the safety, health and wellbeing of customers, employees, and the public while complying with relevant laws and regulations¹⁰. During the Reporting Period, there were no materially significant complaints received regarding our products or services.

LOGISTICS SERVICES

Comprehensive quality and safety policies are in place to ensure we meet and exceed customer expectations. We maintain a commitment to excellence and hold various prestigious certifications in our logistics services, which are summarized below.

服務質量與安全

我們對可持續發展的承諾延伸至我們的產品及服務。我們通過穩健的政策維持高標準，確保客戶、僱員及公眾的安全、健康及福祉，同時遵守相關法律法規¹⁰。於報告期間，並無接獲有關我們產品或服務的重大投訴。

物流服務

我們已制定全面的質量及安全政策，以確保我們符合及超越客戶的期望。我們致力追求卓越表現，並於物流服務中持有多項權威認證，概述如下。

ISO 9001:2015 Quality Management System ISO 9001:2015 質量管理體系

(ensuring high-quality products and services and continuous improvement in our operations)
(確保優質產品及服務，持續改善營運)

Halal Certification for Frozen Chambers 冷凍室清真認證

(verifying that our storage facilities are free from any non-Halal items or other impurities, in compliance with Islamic Law)
(核實儲存設施並無任何非清真物品或其他雜質，以符合伊斯蘭法律)

ISO 22000:2018 Food Safety Management System ISO 22000:2018 食品安全管理體系

(establishing requirements for a comprehensive management system to ensure the safety of food products throughout the supply chain)
(建立全面管理體系的要求，確保整個供應鏈的食品安全)

¹⁰ Please refer to Appendix I: Significant Laws and Regulations section for more details.

¹⁰ 有關更多詳情，請參閱附錄一：重點法律法規一節。



ACHIEVING OPERATIONAL SUSTAINABILITY 實現營運可持續發展

The table below outlines our comprehensive safety management practices in our operations:

下表概述我們在營運中的全面安全管理常規：

Delivering with Safety and Efficiency in Mind	<ul style="list-style-type: none"> • Conducting daily inspections on trucks using a checklist that includes criteria such as battery water level, brake fluid, brake effectiveness, etc. • Equipping vehicles with a portable gadget that has a GPS system for real-time monitoring of location and driving speed • Notifying internal teams of any road issues through our communication system to minimize the risk of disruptions and accidents • Establishing integrated systems in the control room for optimal route planning and delivery status updates to relevant personnel 	安全高效交付	<ul style="list-style-type: none"> • 使用包括電池水位、制動液、制動效能等標準的檢查表對貨車進行日常檢查 • 為車輛配備便攜式裝置，配備GPS系統，實時監控位置及駕駛速度 • 通過我們的通訊系統通知內部團隊任何道路問題，以盡量降低中斷及事故的風險 • 在控制室建立綜合系統，以優化路線規劃及向相關人員提供最新交付狀況
Prioritizing Safety Across Our Operations	<ul style="list-style-type: none"> • Establishing internal guidelines to standardize the handling of hazardous waste • Deploying suitable facilities and qualified personnel to safely store and handle vulnerable and dangerous goods, while providing corresponding training • Engaging with qualified third-party providers to transport and handle chemicals, ensuring their safe and secure transport and delivery • Conducting regular operation inspections on equipment and facilities in accordance with the operations safety inspection checklist, such as safety equipment, labelling of chemical cargo, and ensuring no leakage or spillage of chemicals, etc. 	將營運安全放在首位	<ul style="list-style-type: none"> • 制定內部指引，規範有害廢棄物的處理 • 調配合適的設施及合資格的人員安全儲存及處理弱勢及危險品，同時提供相應培訓 • 委聘合資格第三方供應商運輸及處理化學品，確保其運輸及交付安全穩妥 • 根據操作安全檢查清單，對設備及設施進行定期操作檢查，如安全設備、化學品標籤，並確保化學品不會洩漏或溢出等
Ensuring a Safe Environment for Employees and Visitors	<ul style="list-style-type: none"> • Formulating a comprehensive User Manual and Regulations to guide safety management in the Hub, covering facilities management, fit-out works, general guidelines for the use of premises and common areas, etc. • Distributing safety cards to visitors with reminders of safety rules, assembly areas, and emergency walkways in the logistics hub 	確保僱員及訪客的安全環境	<ul style="list-style-type: none"> • 制定全面的用戶手冊及規例，指導樞紐的安全管理，涵蓋設施管理、裝修工程、使用場所及公共區域的一般指引等 • 向訪客派發安全卡，並提醒物流樞紐的安全規則、組裝區域及緊急通道



ENGINEERING SERVICES

We are devoted to delivering reliable and professional integrated maintenance and management services to our customers. Our Quality Policy sets clear expectations of our employees to uphold high standards and comply with relevant laws and regulations as well as internal standards, while continuously improving our Quality Management System (“QMS”). We have established a stringent QMS in accordance with recognized systems below, ensuring consistent quality across all our operations.

ISO 9001:2015 Quality Management System ISO 9001:2015 質量管理體系

(ensuring the service quality and compliance of our core operations)
(確保服務質量及核心業務合規)

工程服務

我們致力為客戶提供可靠及專業的綜合保養及管理服務。我們的質量政策明確期望僱員秉持高標準、遵守相關法律法規以及內部標準，同時不斷改進質量管理體系(「質量管理體系」)。我們已根據以下認可系統建立嚴格的質量管理系統，確保所有業務的質量一致。

ISO 22301 Business Continuity Management System ISO 22301 業務連續性管理體系

(reducing the chances of disruptive incidents happening and their impact, while also ensuring the resilience of our business)
(減少破壞性事件發生的機會及其影響，同時確保業務韌性)

We have developed a comprehensive management manual to ensure the delivery of high-quality services and maintain safety in all aspects of our business operations – from design and planning, operation to handover and after-sale.

我們已制定全面管理手冊，以確保在業務營運的所有方面(從設計及規劃、營運至移交及售後)提供優質服務及維持安全。



ACHIEVING OPERATIONAL SUSTAINABILITY 實現營運可持續發展

1. Design and Planning

- Conducting hazard identification and risk assessments, which includes evaluating work areas, processes, past relevant incidents, and routine/non-routine activities and situations, etc.
- Managing risks and opportunities by following the risk assessment procedure to minimize their likelihood and impact

2. Operation

- Performing scheduled maintenance of customer's products or equipment
- Ensuring effective communication with customers, including obtaining feedback and addressing complaints, and conducting annual satisfaction surveys
- Monitoring and measuring QMS processes to identify and correct non-conformities, if any, with corrective actions

3. Handover and After-sale

- Conducting final inspection and testing to ensure the finished products meet specified requirements
- Providing post-delivery activities such as warranties, product training, and maintenance services
- Measuring and monitoring conformance with our defined standards and targets, in accordance with our performance measurement and monitoring plan
- Conducting internal audits to ensure the effectiveness of our management system

1. 設計及規劃

- 進行危害識別及風險評估，包括評估工作區域、程序、過往相關事件以及日常／非常規活動及情況等
- 遵循風險評估程序管理風險及機會，以盡量減低其可能性及影響

2. 營運

- 對客戶的產品或設備進行定期保養
- 確保與客戶有效溝通，包括獲得反饋及處理投訴，以及進行年度滿意度調查
- 監察及計量質量管理系統程序，以識別及糾正不合規情況（如有），並採取糾正措施

3. 移交及售後

- 進行最終檢查及測試，確保製成品符合指定要求
- 提供售後活動，如保修、產品培訓及保養服務
- 根據我們的表現計量及監察計劃，衡量及監察是否符合我們的既定標準及目標
- 進行內部審核以確保管理系統的成效



COMMODITY MARKETING

We strive to maintain high levels of service quality and safety across our operations, with robust policies and procedures that guide our employees to deliver high-quality services in a safe and responsible manner. We recognize the importance of providing reliable and efficient services to our customers and ensure that our employees are well-trained and equipped to do so while complying with relevant regulations.

Our comprehensive risk management and internal control system is designed to minimize and manage potential risks related to our business nature, including price risk and volatility. We leverage our extensive lines of credit, structuring and project finance capabilities, and use of advanced financial instruments and insurance facilities to mitigate these risks. Through these efforts, we strive to enhance the effectiveness of our operations and maintain the trust with and satisfaction of our customers.

PROTECTING INTELLECTUAL PROPERTY RIGHTS

We highly value the protection of intellectual property rights. Our Employee Handbook outlines the requirements for employees towards protecting intellectual properties and confidential information. During orientation training for new employees, we emphasize the responsibility of properly handling confidential information and not disclosing it to third parties without prior approval. To safeguard our computer data, we conduct regular inspection of our IT systems and have established a Software Copyright Policy to prohibit the use or installation of pirated or illegal software.

SAFEGUARDING CUSTOMER PRIVACY

We place a strong emphasis on protecting the privacy of our customers. Our Personal Data Protection Policy Guideline is incorporated into our employment contracts, requiring all employees to comply with relevant data protection laws and regulations¹¹, and to promptly report any breaches to our data protection officers. This ensures that we maintain the highest standards of data privacy and security for our customers.

商品貿易

我們致力在營運過程中維持高水平的服務質量及安全，並制定完善的政策及程序，指導僱員以安全及負責任的方式提供優質服務。我們深明向客戶提供可靠高效服務的重要性，並確保僱員在遵守相關法規的同時接受良好培訓並隨時裝備好自己。

全面風險管理及內部控制系統旨在盡量減低及管理與我們業務性質有關的潛在風險，包括價格風險及波動。我們使用廣泛的信貸額度、結構及項目融資能力，並使用先進的金融工具及保險融資來降低該等風險。通過這些努力，我們致力提升營運效率，並維持客戶的信任及滿意度。

保護知識產權

我們高度重視保護知識產權。我們的僱員手冊概述了僱員保護知識產權及機密資料的要求。於新僱員的入職培訓中，我們強調妥善處理機密資料的責任，未經事先批准不得向第三方披露。為保障電腦數據，我們定期檢查資訊科技系統，並已制定軟件版權政策，禁止使用或安裝盜版或非法軟件。

保護客戶私隱

我們非常重視保護客戶私隱。我們的個人資料保護政策指引已納入僱傭合約，要求所有僱員遵守相關資料保護法律法規¹¹，並及時向資料保護主任報告任何違規行為。此舉確保我們為客戶維持最高標準的資料私隱及安全。

¹¹ Please refer to Appendix I: Significant Laws and Regulations section for more details.

¹¹ 有關更多詳情，請參閱附錄一：重點法律法規一節。



UPHOLDING BUSINESS ETHICS AND INTEGRITY

We firmly believe in conducting our business with utmost ethical standards and integrity. We have implemented a “zero-tolerance” approach towards any form of corruption, bribery, extortion, fraud, money laundering, competitive practices or other unethical and illegal business behaviors while strictly complying with all relevant laws and regulations¹². Our Code of Ethics and Business Conduct serves as a guide for employees to uphold high standards of ethical behaviours.

During the Reporting Period, we updated our Compliance Framework in MRI Trading AG to refine policies on anti-corruption, supply chain management and grievance reporting in line with our Code of Ethics and Business Conduct. This update reflects the latest expectations of our key stakeholders and ensures regulatory compliance.

We provide training on anti-corruption to both employees and directors, ensuring they are well-informed of their responsibilities and align with our anti-corruption policy. We also provide advice on managing conflicts of interest and corruption prevention, enabling them to understand their ethical and governance roles and stay up-to-date with the latest anti-corruption practices and knowledge.

WHISTLEBLOWING AND GRIEVANCE MECHANISM

To facilitate the reporting of any potential misconduct or irregularities, we have established the whistleblowing channel and Grievance Reporting Policy. Our employees, business partners and suppliers are encouraged to use these confidential channels to raise concerns and report any malpractice or impropriety. Any whistleblowing complaint will be independently reviewed by our Audit Committee, and appropriate follow-up actions will be taken, including further investigation if necessary. We are committed to protecting the identity of all whistleblowers and ensuring they are not subjected to any form of reprisal or disadvantage.

The Group remains vigilant in its efforts to prevent corruption, bribery, extortion, fraud, and money laundering. During the Reporting Period, we were not aware of any concluded legal cases regarding corrupt practices brought against us or our employees.

恪守商業道德及誠信

我們堅信以最高道德標準及誠信經營業務。在嚴格遵守所有相關法律法規¹²的同時，我們對任何形式的貪污、賄賂、勒索、欺詐、洗黑錢、競爭行為或其他不道德及非法商業行為採取了「零容忍」的態度。我們的道德守則及商業行為守則為僱員維持高標準道德行為的指引。

於報告期間，我們更新了MRI Trading AG的合規框架，以根據我們的道德及商業行為守則完善反貪污、供應鏈管理及申訴報告的政策。該更新反映了主要持份者的最新期望，並確保我們遵守監管規定。

我們為僱員及董事提供反貪污培訓，確保彼等充分了解其職責，並與反貪污政策保持一致。我們亦提供有關管理利益衝突及防止貪污的意見，讓彼等掌握其道德及管治角色，以及最新的反貪污常規及知識。

舉報及申訴機制

為方便舉報任何潛在不當行為或違規行為，我們已設立舉報渠道及申訴政策。我們鼓勵僱員、業務夥伴及供應商使用該等保密渠道提出疑慮及舉報任何不當行為。任何舉報投訴將由審核委員會獨立審閱，並將採取適當的跟進行動，包括在必要時進行進一步調查。我們致力保護所有舉報人的身份，並確保其不會受到任何形式的報復或不利影響。

本集團對防止貪污、賄賂、勒索、欺詐及洗黑錢時刻保持警惕。於報告期間，我們並不知悉任何對我們或我們的僱員提出並已審結的貪污訴訟案件。

¹² Please refer to Appendix I: Significant Laws and Regulations section for more details.

¹² 有關更多詳情，請參閱附錄一：重點法律法規一節。



DRIVING THE GREENER FUTURE 推動綠色未來



Goal
目標

To promote environmentally sustainable and climate-resilient business operations while lowering our environmental footprint
降低環境足跡，同時促進環境可持續及適應氣候的業務營運

To ensure a sustainable and green future, we recognise the importance of integrating environmental considerations into our business operations. We are dedicated to minimizing our carbon footprint and increasing climate resilience through the implementation of robust environmental management systems and adherence to all applicable environmental laws and regulations¹³. These systems are designed to systematically manage our environmental protection measures and align with industry practices and relevant regulations.

為確保可持續發展及綠色未來，我們深明將環境考慮因素融入業務營運的重要性。我們致力透過實施健全的環境管理系統及遵守所有適用的環境法律法規¹³，盡量減少碳足跡並提高氣候抗禦能力。該等系統旨在有系統地管理環保措施，符合行業慣例及相關法規。



Our ESG Policy serves as a guiding framework for our efforts to continuously improve our environmental performance. It outlines our commitment to minimizing pollution, utilizing energy efficiency, and reducing waste generation. To ensure effective management of these issues in our warehouses, workshops, and open storage areas, we have established dedicated the Quality, Health, Safety and Environmental Committee.

我們的環境、社會及管治政策為我們持續改善環境表現的工作提供指導框架。其概述我們致力減少污染、善用能源及減少廢物產生的承諾。為確保有效管理倉庫、車間及露天儲存區域的有關問題，我們已成立專門的質量、健康、安全及環境委員會。

During the Reporting Period, we were not aware of any material violations of environmental-related laws and regulations.

於報告期間，我們並不知悉任何嚴重違反環境相關法律法規的情況。

¹³ Please refer to Significant Laws and Regulations section for the list of environmental laws and regulations significant to the Group's business operations.

¹³ 有關對本集團業務營運而言屬重大的環境法律法規清單，請參閱重點法律法規一節。



RESPONSE TO CLIMATE CHANGE

As a responsible enterprise, we recognize the importance of addressing climate change and are determined to drive the shift to a low-carbon economy. For instance, CWT SG has established a Climate Change Position Statement, which outlines our responsible business practices addressing climate change. Our long-term goal is to phase out the use of fossil-fueled vehicles by 2040 and progressively switch to less carbon-intensive fuels to achieve net zero emissions by 2050. We will continue to explore opportunities to demonstrate our commitment to stakeholders across our business operations.

CLIMATE RISK AND RESILIENCE MANAGEMENT

We acknowledge the significance of tackling climate change and view it as an opportunity to drive positive change in our business operations. To proactively manage climate-related risks and opportunities, we conduct an annual sustainability risk assessment to deepen our understanding of the evolving climate landscape and identify material climate-related risks. This assessment informs the development of our climate mitigation and adaptation measures, as outlined in our Climate Change Position Statement. Please refer to the table below for a summary of the material climate-related risks relevant to us.

應對氣候變化

作為一家負責任的企業，我們深明應對氣候變化的重要性，並決心推動向低碳經濟轉型。例如，CWT SG已制定氣候變化立場聲明，概述我們應對氣候變化的負責任商業慣例。我們的長遠目標是於二零四零年前逐步淘汰使用化石燃料汽車，並逐步轉用低碳燃料，並於二零五零年前實現淨零碳排放。我們將繼續探索機會以在業務營運過程中展示對持份者的承諾。

氣候風險及韌性管理

我們深明應對氣候變化的重要性，並將其視為推動業務營運積極變化的機會。為積極管理氣候相關風險及機遇，我們每年進行可持續發展風險評估，以加深對不斷變化的氣候格局的了解，並識別重大氣候相關風險。如氣候變化立場聲明所概述，此評估有助制定氣候緩解及適應措施。有關與我們相關的重大氣候有關風險概要，請參閱下表。

Climate-Related Risks 氣候相關風險	Potential Consequences 潛在後果	Mitigation Measures 緩解措施
Physical Risks 實體風險		
Acute Risks Increased severity and frequency of extreme weather events 立即性風險 極端天氣事件的嚴重性和頻率增加	<ul style="list-style-type: none"> Increased operating and maintenance costs due to infrastructure damage Increased health and safety hazards 基礎設施損壞導致營運及維護成本增加 健康與安全危害增加 	<ul style="list-style-type: none"> Perform regular inspections and maintenance to ensure the facilities and equipment are resilient to adverse weather conditions Implement appropriate insurable risk management to cover related risks 進行定期檢查及維護，以確保設施及設備能夠抵禦惡劣天氣狀況 實施適當的可投保風險管理，以涵蓋相關風險
Chronic Risks Long-term changes in precipitation and weather patterns 長期性風險 降雨和天氣模式的長期變化	<ul style="list-style-type: none"> Ongoing disruptions to the operations and supply chains Reduced workforce productivity 營運及供應鏈持續中斷 減低員工生產力 	<ul style="list-style-type: none"> Develop and continuously review our carbon emission target and reduction plan Constantly explore the potential of improving the energy efficiency of our operations 制定並持續檢討碳排放目標及減排計劃 不斷探索提高營運能源效益的潛力



Climate-Related Risks 氣候相關風險	Potential Consequences 潛在後果	Mitigation Measures 緩解措施
Transition risks 過渡風險		
Reputation Risks 名譽風險	<ul style="list-style-type: none"> Reduced revenues due to decreased customer demand Reduced capital availability 客戶需求減少導致收入減少 可動用資金減少 	<ul style="list-style-type: none"> Pay close attention to the market and industry trends regularly Maintain active engagement with stakeholders to understand their expectations Establish green targets and relevant policies 定期密切關注市場及行業趨勢 與持份者保持積極溝通，了解彼等期望 制定綠色目標及相關政策
Policy and Legal Risks 政策和法規風險	<ul style="list-style-type: none"> Increased operating costs due to greater compliance costs 合規成本增加導致營運成本增加 	<ul style="list-style-type: none"> Regularly monitor regulatory changes and review relevant policies 定期監察監管變動及檢討相關政策
Market Risks 市場風險	<ul style="list-style-type: none"> Reduced revenue due to loss of potential and current ESG-conscious customers Increased costs associated with research and development of lower-emission products and/or solutions 潛在及現有具環境、社會及管治意識的客戶流失導致收入減少 與研發低排放產品及／或解決方案有關的成本增加 	<ul style="list-style-type: none"> Switch to less carbon-intensive fuels to reduce emissions from its prime movers and trucks upon fleet renewals Establish the long-term goal of phasing out fossil-fuelled vehicles by 2040 Disclose ESG performance and demonstrate the ESG commitments and achievements 在車隊更新後，轉用較低碳燃料以減少原動機及卡車的排放 制定二零四零年前逐步淘汰化石燃料汽車的長遠目標 披露環境、社會及管治表現，展示環境、社會及管治承諾與成果



DRIVING THE GREENER FUTURE 推動綠色未來

OUR GREEN TARGETS

We value green targets to track and improve our environmental performance. To this end, we have developed green targets for emissions, energy, waste and water-related parameters to guide us in strengthening our green operations and staying climate resilient.

我們的綠色目標

我們重視綠色目標，以追蹤及改善環保表現。為此，我們已就排放、能源、廢物及用水相關參數制定綠色目標，指導我們加強綠色營運及保持氣候適應能力。



Emissions
排放量

To reduce air and greenhouse gas emissions across all business sectors
減少所有業務部門的廢氣及溫室氣體排放



Energy
能源

To reduce energy consumption by implementing energy conservation measures
實施節能措施，減少能源消耗



Waste
廢棄物

To implement waste reduction strategies such as recycling, reusing, and proper disposal of non-hazardous waste
實施減廢策略，如回收、重用及妥善處理無害廢棄物



Water
用水

To responsibly utilize water and enhance water efficiency across our operations
負責用水，提高整個營運的用水效益

We have set internal environmental targets for our logistics services, such as fleet renewal for decarbonization, energy-saving measures, and transition to renewable energy. We review and monitor the progress of these targets regularly. We will seek opportunities in developing appropriate environmental targets for other business segments to demonstrate our environmental commitment in climate change.

我們已為物流服務制定內部環保目標，例如更新車隊以達致減碳、節能措施及過渡至可再生能源。我們定期審閱及監察該等目標的進度。我們將尋求機會為其他業務分部制定適當的環保目標，展示在氣候變化方面的環保承諾。



ENERGY CONSERVATION AND AIR EMISSIONS

We attach great importance on energy conservation and decarbonization, as well as being mindful of the impact of our daily operations on the environment. In recognition of our efforts towards environmental sustainability, we obtained a green building certificate.

節能及廢氣排放

我們非常重視節能減排，並關注日常營運對環境的影響。為表彰我們在環境可持續發展方面的努力，我們獲得綠色建築認證。



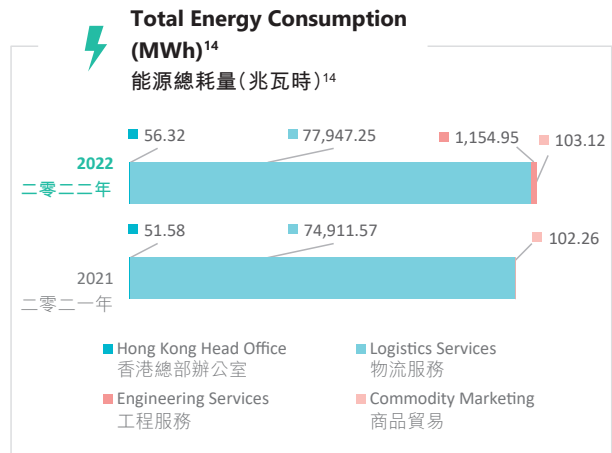
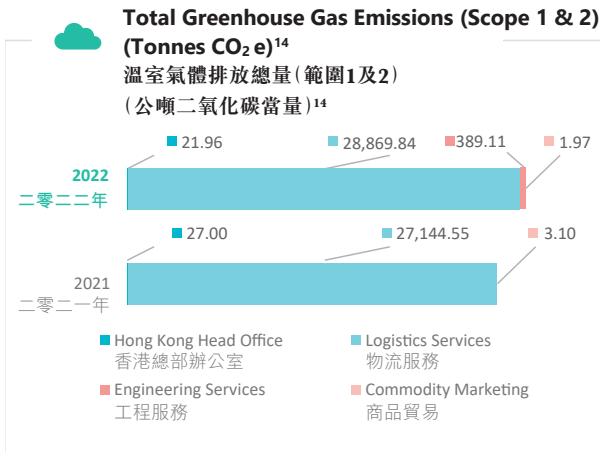
Singapore Green Building Services (SGBS) certification
新加坡綠色建築服務(SGBS)認證

(a recognition scheme for service providers in the built environment industry who have demonstrated their commitment towards providing environmentally sustainable services awarded by The Singapore Green Building Council)

(新加坡綠色建築委員會頒發的建築環境行業服務提供商表彰計劃，該等服務提供商已展示其對提供環境可持續服務的承諾)

We are determined to promote a low-carbon economy and have taken steps to achieve this goal. During the Reporting Period, our logistics services upgraded with the latest fleet tracking devices to optimize delivery and route efficiency while reducing carbon footprint. We are also increasing the use of renewable energy to reduce our dependence on fossil fuels and mitigate greenhouse gas emissions, as part of our efforts towards sustainable progress.

我們決心促進低碳經濟，並已採取措施實現有關目標。於報告期間，我們升級物流服務，配備最新的車隊追蹤裝置，優化運輸及路線效率，同時減少碳足跡。作為可持續發展努力的一部分，我們亦增加使用可再生能源，減少對化石燃料的依賴以及降低溫室氣體排放。



¹⁴ Due to adjustments in the reporting scope during the Reporting Period, the disclosed data cannot be directly compared. 2021 figures have been adjusted to reflect actual situations.

¹⁴ 由於報告期間報告範圍的調整，披露的數據無法直接比較。二零二一年數據經過調整，以反映實際情況。



DRIVING THE GREENER FUTURE 推動綠色未來

Our energy consumption and resulting air and carbon emissions are primarily driven by indirect energy consumption from purchased electricity and solar energy, as well as fuel consumption from vehicles and equipment such as trucks and stackers. In order to decrease greenhouse gas (“**GHG**”) emissions from energy consumption, we are dedicated to promoting sustainable practices through a range of energy conservation and carbon reduction measures, which include:

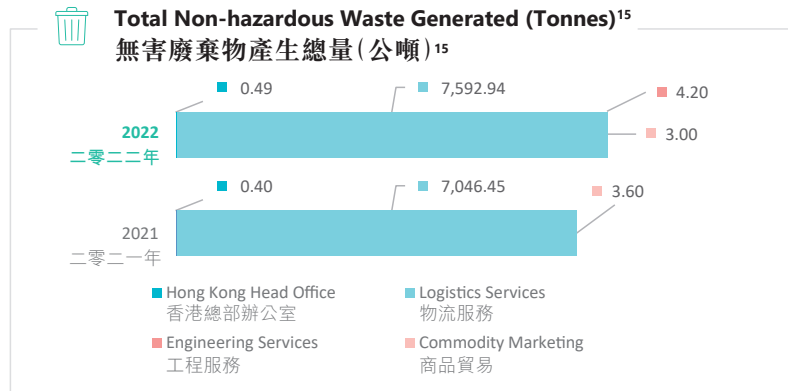
我們的能源消耗及由此產生的空氣及碳排放主要來自購買電力及太陽能的間接能源消耗以及車輛及設備(如卡車及堆棧機)的燃料消耗。為減少能源消耗產生的溫室氣體(「**溫室氣體**」)排放，我們致力透過一系列節能及減碳措施推廣可持續發展實踐，包括：

- Monitoring and tracking electricity usage and resource consumption on a per office and per capita basis, allowing us to identify and reduce wastefulness
- Utilizing LED lighting system to increase energy efficiency and turn off unnecessary lights, air conditioners and electronic devices in unused workspaces
- Recommending setting air conditioner temperatures to 25.5°C to avoid excessive electricity consumption, and turning off electronic equipment such as computers and monitors when idle
- Supporting the use of public transport for employees commutes by sponsoring travel fares
- Enhancing ventilation in logistic carparks by install carbon monoxide sensors to improve air quality and reduce energy consumption
- Implementing energy-efficient chilled water mechanical ventilation and air conditioning systems to reduce carbon emissions
- 按辦公室及人均基準監察及追蹤用電及資源消耗，使我們能夠識別及減少浪費
- 使用LED照明系統以提高能源效益，並在不使用的工作場所關閉不必要的照明、空調及電子設備
- 建議將空調溫度設定為25.5°C，以避免過度用電，並在閒置時關閉電腦及顯示器等電子設備
- 透過資助通勤車費，支持僱員使用公共交通工具
- 通過安裝一氧化碳感應器加強物流停車場的通風，以改善空氣質素及減少能源消耗
- 實施節能冷水機械通風及空調系統，以減少碳排放



RESPONSIBLE WASTE MANAGEMENT

負責任的廢棄物管理



We recognize its responsibility to manage waste in a manner that is both environmentally responsible and sustainable. As such, we adhere to the principles of waste minimization, reuse, and recycling, and have implemented relevant policies to standardize our procedures for handling waste. We work to minimize the generation of hazardous waste, such as damaged chemical drums. We also actively recycle non-hazardous waste generated during operations, such as cartons, plastic wraps and straps. Additionally, we engage qualified third-party organizations to collect and handle hazardous and non-hazardous waste. Our commitment to waste reduction is demonstrated by our efforts to reduce waste at source, as we recognize the importance of conserving valuable resources in order to ensure long-term sustainability.

我們明白以對環境負責及可持續的方式管理廢棄物的責任。因此，我們堅持減廢、再利用及回收的原則，並已實施相關政策以規範處理廢棄物的程序。我們致力減少產生有害廢棄物，例如損壞的化學品桶。我們亦積極回收營運過程中產生的無害廢棄物，如紙箱、塑料包裝及塑料帶。此外，我們委聘合資格第三方機構收集及處理有害及無害廢棄物。我們明白保護珍貴資源以確保長期可持續發展的重要性，因此我們致力從源頭減廢。

- Closely monitoring our current stock levels and estimated customer demand in the short term and only purchasing packaging materials when needed to reduce packaging waste
- Reusing packaging materials collected from goods received to reduce packaging waste
- Adopting an integrated logistics solution system developed in-house, which widely incorporates electronic means in daily operations. This system includes features such as dispatching electronic copies of documents to truck drivers, generating electronic proof-of-delivery, transferring documents on the server, and conducting approvals and generating invoices online to reduce our paper consumption
- Promoting environmental awareness among employees at all working levels to ensure that they understand the importance of our sustainability goals and actively contribute to their achievement
- 密切監察我們的現有存貨水平及估計短期客戶需求，並僅於需要時購買包裝材料以減少包裝廢棄物
- 重複使用已收貨物所收集的包裝材料，減少包裝廢棄物
- 採用內部開發的綜合物流解決方案系統，在日常營運中廣泛使用電子方式。該系統包括向卡車司機發送文件的電子副本、生成電子交付證明、在伺服器上轉移文件及進行網上審批及生成發票等功能，以減少紙張消耗
- 提高各級僱員的環保意識，確保彼等了解我們可持續發展目標的重要性，並積極為自身成就作出貢獻

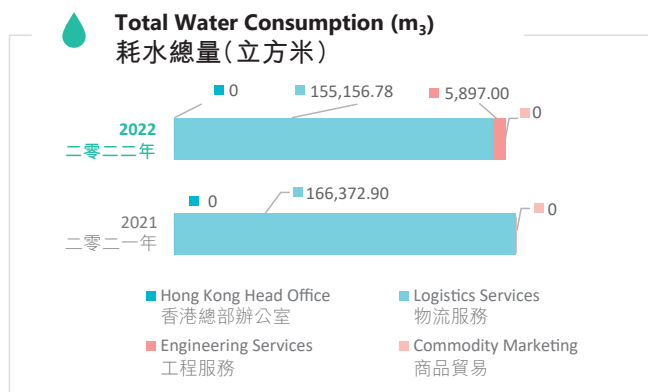
¹⁵ Due to adjustments in the reporting scope during the Reporting Period, the disclosed data cannot be directly compared.

¹⁵ 由於報告期間報告範圍的調整，披露的數據無法直接比較。



WATER CONSUMPTION AND WASTEWATER MANAGEMENT

用水及廢水管理



Note: Due to adjustments in the reporting scope during the Reporting Period, the disclosed data cannot be directly compared.

附註：由於報告期間報告範圍的調整，披露的數據無法直接比較。

The sustainable management of water resources is one of our focal areas of green operations. Our water supply is sourced from reputable water supply companies in the jurisdictions where we operate, and we did not encounter any issue in water sourcing during the Reporting Period. In promoting water conservation, we closely monitor our water consumption in business operations. Rainwater harvesting is also utilized at one of our warehouses to recycle and reduce water usage.

水資源的可持續管理是我們綠色營運的重點領域之一。我們的供水來自經營所在司法權區的知名供水公司，且我們於報告期間在求取水源方面並無遇到任何問題。為促進節約用水，我們密切監察業務營運的耗水量。其中一個倉庫亦使用雨水收集，以回收及減少用水。

To minimize water pollution, we adopt stringent discharge standards for sewage generated from our operations, including the tank cleaning stations in our container logistics services. Treated wastewater is closely monitored and analyzed monthly by a qualified third-party to ensure compliance with applicable laws and emission standards. Our in-house wastewater treatment system ensures the highest standard of water quality for the effluent. We have taken necessary measures to prevent and minimize discharges into land and water.

為盡量減少水污染，我們對營運產生的污水採取嚴格的排放標準，包括集裝箱物流服務的水箱清潔站。經處理的廢水由合資格第三方每月密切監察及分析，以確保符合適用法律及排放標準。我們的內部廢水處理系統確保出水達最高水質標準。我們已採取必要措施防止及盡量減少向土地及水域的排放。



CO-CREATING OUR BETTER COMMUNITY 共創美好社區



Goal
目標

To contribute positively to the communities for the benefit of future generations
積極貢獻社區，造福下一代



Total Amount of Donations
捐贈總額

HK\$ 195,195
港幣元

2022
二零二二年

HK\$ 126,299
港幣元

2021
二零二一年

We recognize our role as a responsible corporate citizen and strive to deliver lasting value to our communities and future generations. We actively support a variety of community care projects, paying close attention to the needs of the communities in which we operate. We also raise awareness of vulnerable groups among our employees and motivate them to participate in volunteering services and charitable activities. Our ESG Policy guides us in co-creating a better community and reinforcing our commitment to social responsibility.

We take pride in our commitment to serving our communities. Our internal charity group, CWT HOPE, embodies this commitment by harnessing the Group's resources and employee participation in various charitable programmes. CWT HOPE is built upon four commitments:

我們明白作為負責任企業公民的角色，並致力為社區及下一代帶來持久價值。我們積極支持各種社區關懷項目，密切關注經營所在社區的需要。我們亦提高僱員對弱勢群體的認識，並鼓勵彼等參與義工服務及慈善活動。環境、社會及管治政策提供指引讓我們共創更美好的社區，並加強對社會責任的承諾。

我們以服務社區的承諾為傲。我們的內部慈善團體CWT HOPE利用本集團的資源及以各種慈善計劃的僱員參與體現此承諾。CWT HOPE建基於四項承諾：



During the Reporting Period, we supported the communities with two areas of focus, namely, youth development and community care, and provided logistics support as an official sponsor for the Hair for Hope campaign. Going forward, we will continue to seek opportunities to make a positive impact on our community.

於報告期間，我們以青年發展及社區關懷兩個重點領域支持社區，並以官方贊助商身份為「散髮希望」活動提供物流支持。展望未來，我們將繼續尋求機會為社區帶來正面影響。



CO-CREATING OUR BETTER COMMUNITY 共創美好社區

YOUTH DEVELOPMENT

As a socially responsible enterprise, we recognize the importance of investing in our future generations. Through our various programs and initiatives, we support the growth and development of young people in areas such as education and mental well-being.

BRINGING JOY TO UNDERPRIVILEGED CHILDREN: OUR SUPPORT FOR “CHILDREN FOR CHILDREN 2022”

青年發展

作為一家對社會負責任的企業，我們深明投資於下一代的重要性。通過我們的各種計劃及舉措，我們支持年輕人在教育及心理健康等領域的成長及發展。

為貧困兒童帶來歡樂：支持「二零二二年兒童歡慶兒童節」



We sponsored underprivileged children for the annual Children for Children event, which brings joy and cheer to disadvantaged children, during the Reporting Period. The event, organized by The Rice Company Limited, Convent of the Holy Infant Jesus (Kellock), The Business Times, and Resorts World Sentosa, brought 1,000 underprivileged children to enjoy a carnival and spend a day at Universal Studios Singapore in celebration of Children's Day. Our donation also supported a flashmob performance by beneficiaries, promoting the development of creativity, resilience, and confidence in children and youth. By sponsoring the underprivileged children, we played a part in driving a positive impact on the community, bringing joyful memories to the children and their families.

於報告期間，我們贊助貧困兒童參加一年一度的兒童歡慶兒童節活動，為弱勢兒童帶來歡樂。該活動由The Rice Company Limited、Convent of the Holy Infant Jesus (Kellock)、商業時報、聖淘沙名勝世界舉辦，為1,000名貧困兒童舉行嘉年華，並於新加坡環球影城度過兒童節。我們的捐款亦支持受惠者的快閃表演，促進兒童及青少年的創造力、適應力及信心發展。透過贊助貧困兒童，我們在推動社會正面影響方面發揮作用，為兒童及其家庭帶來歡樂回憶。



“HAIR FOR HOPE” CAMPAIGN BY CHILDREN’S CANCER FOUNDATION

We were proud to support the Children’s Cancer Foundation’s “Hair for Hope” fundraising campaign as its longstanding official logistics partner. This unique campaign in Singapore involves shaving participants’ heads to raise funds and awareness for childhood cancer. As the Official Logistics Sponsor, we played a supportive role in creating positive value for children in need. In support of this campaign, we sent a team of ten volunteers with four delivery vehicles to offer pro bono delivery services to spread hope to the affected children and families. We were honored to use our professional expertise to support this cause and make a difference in the lives of those affected by childhood cancer.

兒童癌症基金會「散髮希望」活動

作為兒童癌症基金會長期的官方物流業務夥伴，我們為支持該基金會的「散髮希望」籌款活動感到自豪。這項在新加坡舉行的獨特活動涉及為參加者剃髮，以籌集資金並提高對兒童癌症的認識。我們作為官方物流贊助商，在為有需要的兒童創造正面價值方面發揮支持作用。為支持這項活動，我們派出了一個由十名志願者組成的團隊，並配備四輛送貨車，以提供公益送貨服務，將希望傳遞給受影響兒童及家庭。我們很榮幸能夠利用專業知識來支持這一活動，並為受兒童癌症影響的人士的生活帶來改變。

“THE HOPE TRAIN” – ADVOCATING AND FUNDRAISING FOR CHILDREN WITH CANCER

「希望火車」指為患有癌症的兒童倡議及籌款



We are committed to supporting the Children’s Cancer Foundation (“CCF”) through “The Hope Train”, an online advocacy and fundraising campaign. Together with CCF, we strived to raise funds to provide emotional, social, and medical support to children and families affected by cancer. We have supported CCF in providing programmes that benefited over 3,500 children and their families throughout their illness and recovery stages. By contributing to this campaign, we aimed to improve the quality of life for the beneficiaries through various programs and services, including financial assistance, art and music therapy, back-to-school programs, psychosocial and recreational activities, and more.

我們致力透過網上宣傳及籌款活動「希望火車」支持兒童癌症基金會（「CCF」）。我們與CCF共同努力籌集資金，為受癌症影響的兒童及家庭提供情緒、社會及醫療支持。我們為超過3,500名兒童及其家庭提供在疾病及康復階段受惠的計劃以支持CCF。透過為此活動作出貢獻，我們旨在透過各種計劃及服務（包括財務援助、藝術及音樂治療、重返校園計劃、心理社交及康樂活動等）改善受益人的生活質量。



CO-CREATING OUR BETTER COMMUNITY 共創美好社區

B2 RUN FOR CHILD EDUCATION: OUR EMPLOYEES' CHARITABLE EFFORTS

B2 RUN FOR CHILD EDUCATION : 僱員慈善事業



We encourage employee participation in charitable events to support community outreach. The B2 Run was one such event where employees could enjoy the race while raising funds for child education. By supporting the Right to Play, our employees have helped over 1.52 million children in 15 countries to develop the confidence, skills, and knowledge they need to overcome challenges and become positive agents of change. We made charitable donations to the cause, contributing to sustainable and active learning experiences for the children.

我們鼓勵僱員參與慈善活動以支持社區外展。B2 Run是一項僱員在為兒童教育籌款的同時可以享受比賽的活動。透過支持遊戲權利，我們的僱員已幫助15個國家超過1,520,000名兒童發展彼等克服挑戰所需的信心、技能及知識，並成為積極變革推動者。我們向該活動作出慈善捐贈，為兒童提供可持續及積極的學習體驗。

EMPOWERING CHILDREN WITH VISUAL IMPAIRMENTS THROUGH EDUCATION

透過教育賦能視障兒童

As part of our commitment to supporting youth development, we provided monetary donations to sponsor vision teacher training programs in visual impairment for iC2 PrepHouse, an institution that provides structured educational and rehabilitative programs to children and youths with visual impairment. This initiative aims to equip the vision teachers with the necessary skills and knowledge to provide quality education and care for students with visual impairments, enabling them to participate fully in society. By supporting iC2 PrepHouse, we contributed to the empowerment and education of children and youths with visual impairments, promoting inclusivity and equal opportunities for all.

作為支持青年發展承諾的一部分，我們向iC2 PrepHouse(一間為視障兒童及青年提供結構性教育及康復計劃的機構)提供捐款，贊助視力健全教師培訓計劃。該計劃旨在讓視力健全老師具備必要的技能及知識，為學生提供優質的教育及視障關懷，讓彼等充分參與社區。透過支持iC2 PrepHouse，我們為視障兒童及青年的賦能及教育作出貢獻，促進共融及為所有人提供平等機會。



COMMUNITY CARE

We value community care and have supported various initiatives aimed at helping those in need. These included improving the lives of at-risk seniors and supporting access to justice for vulnerable groups. Through these efforts, we strive to create a positive impact for the beneficiaries, improving their quality of life and providing much-needed support during difficult times.

RESTORING LIVES AND CONNECTING THE ELDERLY: WE SUPPORTED E-FLAG DAY

We are committed to community care and support initiatives that bring positive change to people's lives. During the Reporting Period, we contributed to the E-flag Day organized by Lion Befrienders, which focused on helping vulnerable seniors improve their physical, social, and mental wellbeing. Supported in part by our involvement, Lions Befrienders has provided comprehensive eldercare programmes that benefited over 7,800 at-risk seniors. Our donation helped in providing support to the elderly, reducing their loneliness, and connecting them with their community. We believe in creating a stronger communities by supporting initiatives that make a real difference in people's lives.

社區關懷

我們重視社區關懷，並支持多項旨在幫助有需要人士的計劃。該等措施包括改善高危長者的生活及支持弱勢社群訴諸司法。通過這些努力，我們努力為受惠者帶來正面影響，改善生活質素，並在困難時期提供急需支援。

重整生活及連繫長者：我們支持「電子賣旗日」

我們致力關懷社區，並支持為人們的生活帶來正面改變的舉措。於報告期間，我們為獅子樂齡之友協會舉辦的電子賣旗日作出貢獻，該日專注於幫助弱勢長者改善身體、社會及心理健康。在我們參與的部分支持下，獅子樂齡之友協會已提供全面護老計劃，惠及超過7,800名高風險長者。我們的捐款有助於為長者提供支援，減少孤獨感，並將彼等與社區聯繫起來。我們相信以支持能真正改變人們生活的舉措可創造更強大的社區。



CO-CREATING OUR BETTER COMMUNITY 共創美好社區

SUPPORTING ACCESS TO JUSTICE: OUR CONTRIBUTION TO JUST DUET 2022

We supported Just Duet 2022, a fundraising event organized by the Law Society Pro Bono Services to provide legal aid and advice to vulnerable groups. Our monetary donation not only showed support for the organization and its mission, but also supported performances by duets from the legal and migrant worker community. By supporting this campaign, we contributed to raising awareness on access to justice in vulnerable groups such as low-income and migrant workers. As a responsible corporate that hires foreign workers for our business operations, we make every effort to support their needs and show love and care for their community.

ADDRESSING HUMANITARIAN NEEDS IN UKRAINE: OUR SUPPORT TO SWISS SOLIDARITY

We believe in giving back to the community, and are committed to making a positive impact on the world. In line with our dedication to community care, we made a charitable donation to Swiss Solidarity to address the urgent humanitarian needs in Ukraine. The donation helped provide essential support to vulnerable populations, including food, shelter, and medical assistance. Over 800,000 people benefitted from the humanitarian aid provided by Swiss Solidarity with almost 90 humanitarian projects organised in Ukraine, Moldova, Romania, Poland and Switzerland. By supporting Swiss Solidarity, we played a part in the collective effort to provide aid and improve the quality of life for those affected by the conflict. Our contribution demonstrates our commitment to community care and the pursuit of a better world for all.

訴諸司法：我們對JUST DUET 2022的貢獻

我們支持由Law Society Pro Bono Services組織的「Just Duet 2022」籌款活動，為弱勢社群提供法律援助及建議。我們的捐款不僅為該組織及其使命提供支持，亦支持來自合法及外籍勞工社區的二重奏表演。通過支持該活動，我們提高了對低收入及外籍勞工等弱勢群體獲得司法的意識。作為一家負責任的企業，我們在業務營運中僱用外籍勞工，我們盡一切努力支持其彼等需求，並向其社區表達愛心及關懷。

解決烏克蘭人道需求：我們支持SWISS SOLIDARITY

我們相信回饋社區，並致力為全球帶來正面影響。為響應對社區關懷的承諾，我們向Swiss Solidarity作出慈善捐款，以解決烏克蘭急切人道主義需要。捐款有助於為弱勢群體提供必要支援，包括食物、庇護所及醫療援助。在烏克蘭、摩爾多瓦、羅馬尼亞、波蘭及瑞士舉辦的近90個人道主義項目中，超過800,000人受惠於Swiss Solidarity提供的人道主義援助。透過支持Swiss Solidarity，我們在共同為受衝突影響的人士提供援助及改善生活質素方面發揮作用。我們的貢獻體現了對社區關懷及追求更美好世界的承諾。



APPENDIX I: SIGNIFICANT LAWS AND REGULATIONS

附錄一：重點法律法規

Aspects 層面	Laws and Regulations 法律法規			Compliance situation during the Reporting Period 報告期內的合規情況
	Singapore 新加坡	Hong Kong 香港	European Union 歐盟	
Aspects A: Environment 層面A：環境	<ul style="list-style-type: none"> Environmental Protection and Management Act Environment Public Health Act Environmental Protection and Management (Hazardous Substances) Regulations Road Traffic Act 《環境保護及管理法》 《環境公共衛生法》 《環境保護及管理(有害物質)規例》 《道路交通安全法》 	<ul style="list-style-type: none"> Cap.311 Air Pollution Control Ordinance Cap.354 Waste Disposal Ordinance 第311章《空氣污染管制條例》 第354章《廢物處置條例》 	<ul style="list-style-type: none"> The Waste Framework Directive 《廢物框架指令》 	The Group was not aware of any significant non-compliance with such laws or regulations which had a significant impact on us. 本集團並不知悉有任何重大不遵守該等法律或法規的情況而對本公司造成重大影響。
Aspect B1: Employment and Aspect B4: Labour Standards 層面B1：僱傭及 層面B4：勞工準則	<ul style="list-style-type: none"> Employment Act 《僱傭法》 	<ul style="list-style-type: none"> Cap. 57 Employment Ordinance Cap. 480 Sex Discrimination Ordinance Cap. 487 Disability Discrimination Ordinance Cap. 602 Race Discrimination Ordinance 第57章《僱傭條例》 第480章《性別歧視條例》 第487章《殘疾歧視條例》 第602章《種族歧視條例》 	<ul style="list-style-type: none"> Labour Law Employment Equality Framework Directive 《勞動法》 《僱傭平等框架指令》 	The Group was not aware of any significant non-compliance with such laws or regulations which had a significant impact on us. 本集團並不知悉有任何重大不遵守該等法律或法規的情況而對本公司造成重大影響。



APPENDIX I: SIGNIFICANT LAWS AND REGULATIONS 附錄一：重點法律法規

Aspects 層面	Laws and Regulations 法律法規			Compliance situation during the Reporting Period 報告期內的合規情況
	Singapore 新加坡	Hong Kong 香港	European Union 歐盟	
Aspect B2: Health and Safety 層面B2：健康與安全	<ul style="list-style-type: none"> Workplace Safety and Health Act Fire Safety Act 《工作場所安全與健康法》 	<ul style="list-style-type: none"> Cap. 509 Occupational Safety and Health Ordinance Cap. 282 Employees' Compensation Ordinance 第509章《職業安全與健康條例》 第282章《僱員補償條例》 	<ul style="list-style-type: none"> Occupational Safety and Health (OSH) Strategic Framework 《職業安全與健康戰略框架》 	The Group was not aware of any significant non-compliance with such laws or regulations which had a significant impact on us. 本集團並不知悉有任何重大不遵守該等法律或法規的情況而對本公司造成重大影響。
Aspect B6: Product Responsibility 層面B6：產品責任	<ul style="list-style-type: none"> Personal Data Protection Act 2012 Personal Data Protection Regulations 2014 《二零一二年個人資料保護法》 《二零一四年個人資料保護規例》 	<ul style="list-style-type: none"> Cap. 362 Trade Descriptions Ordinance Cap. 486 Personal Data (Privacy) Ordinance 第362章《商品說明條例》 第486章《個人資料(私隱)條例》 	<ul style="list-style-type: none"> General Data Protection Regulation Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour 《一般資料保護規例》 《有關受衝突影響地區礦產及金屬以及童工的盡職審查及透明度的瑞士條例》 	The Group was not aware of any significant non-compliance with such laws or regulations which had a significant impact on us. 本集團並不知悉有任何重大不遵守該等法律或法規的情況而對本公司造成重大影響。
Aspect B7: Anti-corruption 層面B7：反貪污	<ul style="list-style-type: none"> Competition Act 《競爭法》 	<ul style="list-style-type: none"> Cap. 201 Prevention of Bribery Ordinance Cap. 622 Companies Ordinance 第201章《防止賄賂條例》 第622章《公司條例》 	<ul style="list-style-type: none"> Anti-Money Laundering Directive 《反洗黑錢指令》 	The Group was not aware of any significant non-compliance with such laws or regulations which had a significant impact on us. 本集團並不知悉有任何重大不遵守該等法律或法規的情況而對本公司造成重大影響。



APPENDIX II: KEY PERFORMANCE INDICATORS 附錄二：關鍵績效指標

ENVIRONMENTAL ASPECT^{16, 17, 18}

環境層面^{16、17、18}

	Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing 商品貿易	
	2022	2021	2022	2021	2022	2021	2022	2021
	二零二二年	二零二一年	二零二二年	二零二一年	二零二二年	二零二一年	二零二二年	二零二一年
Air emissions 廢氣排放								
Nitrogen oxides (NO _x) (kg) 氮氧化物(NO _x) (千克)	-	-	28,298.87	30,508.09	684.60	-	-	-
Sulphur oxides (SO _x) (kg) 硫氧化物(SO _x) (千克)	-	-	97.72	100.41	1.28	-	-	-
Particulate matter (PM) (kg) 懸浮顆粒(PM) (千克)	-	-	1,914.26	2,072.43	47.46	-	-	-
GHG emissions¹⁹ 溫室氣體總排放 ¹⁹								
Total GHG emissions (Scope 1 & 2) (Tonnes CO ₂ e) 溫室氣體總排放量(範圍1及範圍2)(公噸二氧化碳當量)	21.96	27.00	28,869.84	27,144.55	389.11	-	1.97	3.10
- Direct GHG emissions (Scope 1) (Tonnes CO ₂ e) - 直接溫室氣體排放量(範圍1)(公噸二氧化碳當量)	-	-	5,093.55	5,861.64	173.41	-	-	-
- Indirect GHG emissions (Scope 2) (Tonnes CO ₂ e) - 間接溫室氣體排放量(範圍2)(公噸二氧化碳當量)	21.96	27.00	23,789.93	21,296.55	215.70	-	1.97	3.10
- GHG removal - tree planting (Scope 1) (Tonnes CO ₂ e) - 溫室氣體減除 - 植樹(範圍1)(公噸二氧化碳當量)	-	-	13.64	13.64	-	-	-	-
Total GHG emissions intensity (Tonnes CO ₂ e/m ² total GFA) 溫室氣體排放密度(公噸二氧化碳當量/ 平方米總建築面積)	0.052	0.029	0.046	0.042	0.033	-	0.002	0.003

¹⁶ The environmental intensity metric is based on the total gross floor area ("GFA"), unless otherwise specified.

¹⁷ 2021 figures have been adjusted to reflect actual situations.

¹⁸ Totals may not be the exact sum of numbers shown here due to rounding.

¹⁹ In accordance with The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised Edition) published by World Business Council for Sustainable Development and World Resources Institute, Scope 1 direct emissions are resulted from operations that are owned or controlled by the Group, while Scope 2 indirect emissions are resulted from the generation of purchased electricity consumed within the Group.

¹⁶ 除另有指明外，環境密度指標乃基於總建築面積(「總建築面積」)。

¹⁷ 二零二一年數據經過調整，以反映實際情況。

¹⁸ 基於四捨五入，總計未必為所示數字的準確總和。

¹⁹ 根據世界企業永續發展委員會及世界資源研究所發佈的《溫室氣體盤查議定書 - 企業會計與報告標則(修訂版)》，範圍1直接排放來自本集團擁有或控制的業務，而範圍2間接排放則來自本集團內部消耗的所購電力的產生。



APPENDIX II: KEY PERFORMANCE INDICATORS 附錄二：關鍵績效指標

	Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing 商品貿易	
	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
Energy consumption 能源消耗								
Total energy consumption (MWh) 能源總耗量(兆瓦時)	56.32	51.58	77,947.25	74,911.57	1,154.95	-	103.12	102.26
- Purchased electricity (MWh) - 外購電力(兆瓦時)	56.32	51.58	58,237.29	52,197.43	528.02	-	103.12	102.26
- Solar energy (MWh) ²⁰ - 太陽能(兆瓦時) ²⁰	-	-	660.38	753.73	-	-	-	-
- Diesel oil (MWh) - 柴油(兆瓦時)	-	-	19,049.58	21,960.41	626.93	-	-	-
Total energy consumption intensity (MWh/m ² total GFA) 能源總耗量密度(兆瓦時/平方米總建築面積)	0.13	0.05	0.12	0.12	0.10	-	0.10	0.10
Water consumption²¹ 用水消耗 ²¹								
Total water consumption (m ³) 耗水總量(立方米)	-	-	155,156.78	166,372.90	5,897.00	-	-	-
Total water consumption Intensity (m ³ /m ² total GFA) 耗水總量密度(立方米/平方米總建築面積)	-	-	0.25	0.26	0.54	-	-	-
Waste generation²² 廢棄物產生 ²²								
Total non-hazardous waste generated (Tonnes) 無害廢棄物產生總量(公噸)	0.49	0.40	7,592.94	7,046.45	4.20	-	3.00	3.60
Total non-hazardous waste generated Intensity (Tonnes/m ² total GFA) 無害廢棄物產生總量密度(公噸/平方米總建築面積)	0.001	0.000	0.012	0.011	0.000	-	0.003	0.003

²⁰ Included the solar energy generated and consumed onsite.

²¹ Water consumption data for our Hong Kong Head Office and Commodity Marketing is not disclosed as the water supply is controlled by the property management and hence the relevant data is unavailable to individual tenants.

²² We did not disclose hazardous waste data as it is considered immaterial based on the materiality principles. We will continue to monitor and disclose relevant data in the event of significant hazardous waste generation.

²⁰ 包括現場產生及消耗的太陽能。

²¹ 由於香港總部辦公室及商品貿易的供水由物業管理公司控制，因此無法向個別租戶提供相關數據，故並無披露其耗水量數據。

²² 由於根據重要性原則，有害廢棄物被視為不重大，故我們並無披露有害廢棄物數據。倘產生重大有害廢棄物，我們將繼續監察及披露相關數據。



附錄二：關鍵績效指標 APPENDIX II: KEY PERFORMANCE INDICATORS

SOCIAL ASPECT²³

社會層面²³

		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing 商品貿易	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
Workforce profile 僱員資料									
Total workforce 僱員總數		19	17	503	482	756	-	90	90
By gender 按性別	Male 男性	14	13	391	375	676	-	45	43
	Female 女性	5	4	112	107	80	-	45	47
By employment contract 按僱傭合約	Permanent 長期	17	15	503	482	283	-	80	89
	Other contract type 其他合約類型	2	2	0	0	473	-	10	1
By age group 按年齡組別	30 or below 30歲或以下	3	4	74	65	101	-	3	4
	31 - 50 31至50歲	13	10	238	236	352	-	69	66
	Above 50 50歲以上	3	3	191	181	303	-	18	20
By employment category 按僱員類別	General staff 一般員工	10	8	387	348	594	-	43	45
	Middle management 中級管理層	5	4	65	80	157	-	34	34
	Senior management 高級管理層	4	5	51	54	5	-	13	11

²³ 2021 figures have been adjusted to reflect actual situations.

²³ 二零二一年數據經過調整，以反映實際情況。



APPENDIX II: KEY PERFORMANCE INDICATORS 附錄二：關鍵績效指標

		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing 商品貿易	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
By geographical region 按地區	Hong Kong 香港	12	12	0	0	0	-	0	0
	Singapore 新加坡	0	1	503	482	756	-	4	1
	Mainland China 中國內地	7	4	0	0	0	-	20	20
	Switzerland 瑞士	0	0	0	0	0	-	38	41
	Other Regions 其他地區	0	0	0	0	0	-	28	28
Turnover rate 流失比率									
By gender 按性別	Male 男性	29%	54%	19%	22%	27%	-	7%	9%
	Female 女性	20%	150%	25%	11%	23%	-	11%	15%
By age group 按年齡組別	30 or below 30歲或以下	33%	50%	39%	37%	43%	-	0%	75%
	31 - 50 31至50歲	31%	110%	20%	22%	29%	-	9%	11%
	Above 50 50歲以上	0%	0%	14%	10%	17%	-	11%	5%
By geographical region 按地區	Hong Kong 香港	33%	100%	0%	0%	0%	-	0%	0%
	Singapore 新加坡	0%	0%	20%	20%	26%	-	0%	100%
	Mainland China 中國內地	0%	25%	0%	0%	0%	-	10%	0%
	Switzerland 瑞士	0%	0%	0%	0%	0%	-	5%	12%
	Other Regions 其他地區	0%	0%	0%	0%	0%	-	14%	18%



附錄二：關鍵績效指標 APPENDIX II: KEY PERFORMANCE INDICATORS

		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing 商品貿易	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
Development and training 發展與培訓									
Percentage of employees trained ²⁴ 受訓僱員百分比 ²⁴									
By gender 按性別	Male 男性	77%	78%	90%	94%	96%	-	52%	53%
	Female 女性	23%	22%	10%	6%	4%	-	48%	47%
By employee category 按僱員類別	General staff 一般員工	59%	33%	79%	90%	76%	-	46%	53%
	Middle management 中級管理層	23%	22%	15%	10%	23%	-	42%	47%
	Senior management 高級管理層	18%	45%	5%	0%	1%	-	12%	0%
Average training hours completed per employee²⁵ 每名僱員完成受訓的平均時數 ²⁵									
By gender 按性別	Male 男性	6.68	1.77	6.54	7.80	5.54	-	1.98	0.38
	Female 女性	3.40	1.00	3.05	1.49	1.35	-	1.78	0.35

²⁴ Employees trained in each specified category (in percentage) = Total number of employees trained in the category / Total number of employees who took part in the training as of 31 December of the respective year.

²⁵ Average training hours completed per employee = Total training hours in the category / Total workforce in the category as of 31 December of the respective year.

²⁴ 各特定類別的受訓僱員(百分比)=該類別受訓僱員總數/截至相關年度十二月三十一日止參與培訓的僱員總數。

²⁵ 每名僱員完成受訓的平均時數=該類別的總培訓時數/截至相關年度十二月三十一日止該類別員工總數。



APPENDIX II: KEY PERFORMANCE INDICATORS 附錄二：關鍵績效指標

		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing 商品貿易	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
By employment category 按僱員類別	General staff 一般員工	2.00	0.75	5.64	8.05	5.11	-	1.91	0.27
	Middle management 中級管理層	8.10	1.25	7.72	3.42	3.05	-	1.94	0.61
	Senior management 高級管理層	12.50	3.20	4.27	0.18	67.40	-	1.63	0
Health and safety 健康與安全									
Number of injuries 受傷人數		0	0	7	3	10	-	0	0
Lost days due to injuries 因傷損失日數		0	0	251	155	324	-	0	0
Number and rate of work-related fatalities ²⁶ 因工亡故的人數及比率 ²⁶		0	0	0	0	0	-	0	0
Supply chain management²⁷ 供應鏈管理 ²⁷									
Number of major suppliers 主要供應商數目									

²⁶ Included the past three years with the reporting year covered.

²⁷ There was no major supplier engaged with the Hong Kong head office, and thus the relevant KPI is not disclosed.

²⁶ 包括報告年度涵蓋的過去三年。

²⁷ 由於香港總部辦公室並無涉及到任何主要供應商，因此相關的關鍵績效指標並無披露。



附錄二：關鍵績效指標 APPENDIX II: KEY PERFORMANCE INDICATORS

		Hong Kong Head Office 香港總部辦公室		Logistics Services 物流服務		Engineering Services 工程服務		Commodity Marketing 商品貿易	
		2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年	2022 二零二二年	2021 二零二一年
By geographical region 按地區	Hong Kong 香港	0	0	0	0	0	-	2	3
	Singapore 新加坡	0	0	102	97	99	-	8	2
	Mainland China 中國內地	0	0	0	0	1	-	1	2
	Switzerland 瑞士	0	0	0	0	0	-	2	2
	Other Regions 其他地區	0	0	2	3	2	-	76	83

The Group
本集團

	2022 二零二二年	2021 二零二一年
Community investment ²⁸ 社區投資 ²⁸		
Donation (HK\$) 捐贈(港幣元)	195,195	126,299

²⁸ Included the charitable donations of the entire Group.

²⁸ 包括整個集團的慈善捐贈。



APPENDIX III: HKEX ESG REPORTING GUIDE INDEX

附錄三：香港聯交所環境、社會及管治報告指引索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Sections/Remarks 章節／備註	Page Number 頁數	
A. Environmental A.環境			
Aspect A1: Emissions 層面A1：排放			
General Disclosure	Driving The Greener Future	39	
Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Appendix I: Significant Laws And Regulations 推動綠色未來 附錄一：重點法律法規	53	
Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations. 一般披露 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 註： 廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。 溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化合物、全氟化碳及六氟化硫。 有害廢棄物指國家規例所界定者。			
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55



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KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	The Group does not generate a significant amount of hazardous waste, so it is considered as immaterial due to the materiality principles. 本集團並無產生大量有害廢棄物，因此，基於重要性原則，本集團認為有害廢棄物並不重大。	N/A 不適用
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Driving The Greener Future 推動綠色未來	39
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Driving The Greener Future 推動綠色未來	39

Aspect A2: Use of Resources

層面A2：資源使用

<p>General Disclosure</p> <p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</p> <p>一般披露</p> <p>有效使用資源(包括能源、水及其他原材料)的政策。</p> <p>註：資源可用於生產、儲存、運輸、樓宇、電子設備等。</p>	<p>Driving The Greener Future</p> <p>推動綠色未來</p>	<p>39</p>
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KPI A2.1 關鍵績效指標 A2.1	Total direct and/or indirect energy consumption (eg electricity, gas or oil) by type (in thousands of kWh) and intensity (e.g. per unit of production, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Driving The Greener Future 推動綠色未來	39
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Driving The Greener Future 推動綠色未來	39
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	The Group does not generate a significant amount of packaging material, so it is considered as immaterial due to the materiality principles. 本集團並無產生大量包裝材料，因此，基於重要性原則，本集團認為包裝材料並不重大。	N/A 不適用



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Aspect A3: The Environment and Natural Resources 層面A3：環境與天然資源			
General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。		Driving The Greener Future The Group's harvest and consumption of raw materials from the natural environment are not significant, and therefore do not have significant negative environmental impact. 推動綠色未來 本集團來自自然環境的原材料收成及消耗並不重大，因此並無對環境造成重大負面影響。	39
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Driving The Greener Future 推動綠色未來	39
Aspect A4: Climate Change 層面A4：氣候變化			
General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 一般披露 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。		Driving The Greener Future 推動綠色未來	39
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Driving The Greener Future 推動綠色未來	39



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B. Social B.社會			
Employment and Labour Practices 僱傭及勞工常規			
Aspect B1: Employment 層面B1：僱傭			
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Cultivating People-Focused Culture Appendix I: Significant Laws And Regulations 培養以人為本的文化 附錄一：重點法律法規	20 53	
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55



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Aspect B2: Health and Safety 層面B2：健康與安全		
<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer, relating to providing a safe working environment and protecting employees from occupational hazards.</p> <p>一般披露</p> <p>有關提供安全工作環境及保障僱員避免職業性危害的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Occupational Health and Safety</p> <p>Appendix I: Significant Laws And Regulations</p> <p>職業健康與安全</p> <p>附錄一：重點法律法規</p>	<p>24</p> <p>53</p>
<p>KPI B2.1</p> <p>關鍵績效指標 B2.1</p>	<p>Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.</p> <p>過去三年(包括匯報年度)每年因工亡故的人數及比率。</p>	<p>Appendix II: Key Performance Indicators</p> <p>附錄二：關鍵績效指標</p>
<p>KPI B2.2</p> <p>關鍵績效指標 B2.2</p>	<p>Lost days due to work injury.</p> <p>因工傷損失工作日數。</p>	<p>Appendix II: Key Performance Indicators</p> <p>附錄二：關鍵績效指標</p>
<p>KPI B2.3</p> <p>關鍵績效指標 B2.3</p>	<p>Description of occupational health and safety measures adopted, how they are implemented and monitored.</p> <p>描述所採納的職業健康及安全措施，以及相關執行及監察方法。</p>	<p>Occupational Health and Safety</p> <p>職業健康與安全</p>



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Aspect B3: Development and Training 層面B3：發展與培訓			
<p>General Disclosure</p> <p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</p> <p>一般披露</p> <p>有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。</p> <p>註： 培訓指職業培訓，可包括由僱主付費的內外部課程。</p>	<p>Investing in Employee Growth</p> <p>投資於僱員成長</p>	26	
<p>KPI B3.1</p> <p>關鍵績效指標 B3.1</p>	<p>The percentage of employees trained by gender and employee category (e.g. senior management, middle management).</p> <p>按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。</p>	<p>Appendix II: Key Performance Indicators</p> <p>附錄二：關鍵績效指標</p>	55
<p>KPI B3.2</p> <p>關鍵績效指標 B3.2</p>	<p>The average training hours completed per employee by gender and employee category.</p> <p>按性別及僱員類別劃分，每名僱員完成受訓的平均時數。</p>	<p>Appendix II: Key Performance Indicators</p> <p>附錄二：關鍵績效指標</p>	55



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Aspect B4: Labour Standards 層面B4：勞工準則		
<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.</p> <p>一般披露</p> <p>有關防止童工或強制勞工的：</p> <p>(a)政策；及</p> <p>(b)遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Ethical Employment Practices</p> <p>Appendix I: Significant Laws And Regulations</p> <p>道德僱傭常規</p> <p>附錄一：重點法律法規</p>	<p>29</p> <p>53</p>
<p>KPI B4.1</p> <p>關鍵績效指標 B4.1</p>	<p>Description of measures to review employment practices to avoid child and forced labour.</p> <p>描述檢討招聘慣例的措施以避免童工及強制勞工。</p>	<p>Ethical Employment Practices</p> <p>道德僱傭常規</p> <p>29</p>
<p>KPI B4.2</p> <p>關鍵績效指標 B4.2</p>	<p>Describe the steps taken to eliminate a violation when it is discovered.</p> <p>描述在發現違規情況時消除有關情況所採取的步驟。</p>	<p>Ethical Employment Practices</p> <p>道德僱傭常規</p> <p>29</p>



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Operating Practices 營運慣例			
Aspect B5: Supply Chain Management 層面B5：供應鏈管理			
General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。		Supply Chain Management 供應鏈管理	30
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Appendix II: Key Performance Indicators 附錄二：關鍵績效指標	55
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理	30
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理	30
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理	30



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Aspect B6: Product Responsibility 層面B6：產品責任			
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露 有關所提供產品及服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		Achieving Operational Sustainability Appendix I: Significant Laws And Regulations Advertising and labelling are not considered material issues for the Group due to our business nature. 實現營運可持續發展 附錄一：重點法律法規 由於我們的業務性質，廣告及標籤不被視為本集團的重大議題。	30 53
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product recall is not considered a material issue for the Group due to our business nature. 由於我們的業務性質，回收產品不被視為本集團的重大議題。	N/A 不適用
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Service Quality and Safety 服務質量與安全	33
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Protecting Intellectual Property Rights 保護知識產權及私隱	37



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KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Service Quality and Safety Recall procedures are not considered a material issue for the Group due to our business nature. 服務質量與安全 由於我們的業務性質，回收程序不被視為本集團的重大議題。	33
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Safeguarding Customer Privacy 保障客戶私隱	37
Aspect B7: Anti-corruption 層面B7：反貪污			
General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 一般披露 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		Upholding Business Ethics and Integrity Appendix I: Significant Laws And Regulations 恪守商業道德及誠信 附錄一：重點法律法規	38 53
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期間對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Upholding Business Ethics and Integrity 恪守商業道德及誠信	38



APPENDIX III: HKEX ESG REPORTING GUIDE INDEX 附錄三：香港聯交所環境、社會及管治報告指引索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Sections/Remarks 章節／備註	Page Number 頁數
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Upholding Business Ethics and Integrity 恪守商業道德及誠信	38
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Upholding Business Ethics and Integrity 恪守商業道德及誠信	38
Community 社區			
Aspect B8: Community Investment 層面B8：社區投資			
General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。		Co-creating Our Better Community 共創美好社區	47
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Co-creating Our Better Community 共創美好社區	47
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area (e.g. money or time) to the focus area 在專注範疇所動用資源(如金錢或時間)。	Co-creating Our Better Community 共創美好社區	47





CWT International Limited

Stock Code 股份代號: 521

Suites 1101-3 & 12, 11th Floor, Tower 2, The Gateway,
Harbour City, Kowloon, Hong Kong
香港九龍尖沙咀海港城
港威大廈二座11樓1101-3 & 12室

www.cwtinternational.com

